

*DIVERSITY AMONG  
PENNSYLVANIA  
STATE BOARDS*

RALPH BANGS, PHD  
LEILA LUCAS, MPIA, MSW  
JOSEPH OLAORE, MPPM

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UNIVERSITY OF PITTSBURGH

# DIVERSITY AMONG PENNSYLVANIA STATE BOARDS

## EXECUTIVE SUMMARY

Ralph Bangs, Leila Lucas, and Joseph Olaore  
University Center for Social and Urban Research  
University of Pittsburgh  
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This report presents findings from our study of diversity among Pennsylvania state boards, commissions, councils, committees and authorities (hereafter referred to as boards). State boards make many important decisions, and having minorities and women adequately represented on these boards is necessary for decision processes to be higher quality and more democratic, fair and inclusive.

For the purposes of this study a state board is defined as one where at least 50% of the voting members are PA state officials or members appointed by a PA state official and at least one member must be appointed by a PA state official. A PA state official is defined as a PA state elected official or the director or secretary of a particular PA state department.

To create a list of state boards we examined over 2,000 appointments made by the Governor of PA between January 2000 and September 2005. After reviewing websites for boards to which the governor had appointed at least one member, we found 312 boards that satisfied the above definition and appeared to currently exist.

Information on board members was obtained from January to June 2006 by calling the secretary or administrative manager for each board and by examining board websites. Although not all state boards provided the information requested, we did obtain information on a large number of boards. Out of the 312 PA state boards, we collected gender and race/ethnicity information on members of 162 boards (52%), board functions information on 241 boards (77%), and board member compensation information on 226 boards (72%).

The key findings are:

- Women are under-represented on many state boards since women are 31.2% of the members of the boards studied but are 51.7% of the state's population.
- 19% of the state boards studied do not have any women members, and 54% have fewer than three women members. Note that recent research by Alison Konrad and Vicki Kramer (*Harvard Business Review*, December 2006, p. 22) shows that boards need at least three women members for the women to be taken seriously.
- Minorities (blacks, Asians, Hispanics, Native Americans, and persons of two or more races) are under-represented on many state boards since minorities are 12.4% of the board members studied but are 15.9% of the state's population.
- 51% of the state boards studied do not have any minority members, and 84% have fewer than three minority members.

- The most common functions of state boards are advising state officials (79.7%), developing and recommending policy (58.9%), serving as a liaison between the board and other agencies (38.2%), providing public education (36.5%), exercising financial control over state or federal money (33.6%), regulating licensing of professionals (19.1%), participating in appointing agency directors or presidents of boards (8.7%), contracting for goods and services (7.1%), conducting research (4.6%), providing advocacy on issues (3.7%), and participating in the hiring of state agency staff or staff of the boards (3.3%).
- Women are under-represented on the boards studied for each of the functions.
- Minorities are under-represented on the boards studied for each of the functions except advocacy and hiring.
- 9.3% of the boards provide no compensation for board members, 85% provide travel and related expenses, 19% provide a per diem (usually \$51-\$100), and 5.3% provide a salary (usually in the range of \$10,000 to \$35,000 per year).
- Women are under-represented on the boards studied with no compensation and boards with any type of payment for members.
- Minorities are under-represented on the boards studied with all types of compensation except for boards with a per diem of \$51-100 and boards that pay members a salary.

Given these findings, we recommend that state officials:

1. Work with local professional and civic organizations, many of whom already prepare screened lists of qualified candidates and in some cases train potential candidates, in order to identify qualified and interested women and persons of color to serve on boards.
2. Create an appointment process that is accessible and transparent to ensure openings are well publicized and that all interested and qualified individuals are able to apply.
3. Pass legislation specifying that membership of any and all publicly appointed bodies in the State of Pennsylvania should represent the population of the Commonwealth in regards to gender and race/ethnicity.
4. Require all state boards to report information on member diversity to the governor's office or some other office so that complete instead of partial information can be obtained.
5. Annually update the data in this study to monitor progress in increasing diversity on state boards.
6. Gather information on participation on boards for other important segments of the population, such as the disabled.

# **DIVERSITY AMONG PENNSYLVANIA STATE BOARDS**

## **FINAL REPORT**

Ralph Bangs, Leila Lucas, and Joseph Olaore  
University Center for Social and Urban Research  
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### **Introduction**

This report presents findings from our study of diversity among Pennsylvania State boards, commissions, councils, committees and authorities (hereafter referred to as boards). The study specifically examines the number and percent of PA state board members by gender, race, and ethnicity as well as determining the functions of the boards and the types of payments the members are receiving.

State boards make many important decisions, and having women and minorities adequately represented on these boards and commissions is necessary for decision processes to be higher quality, more democratic, fair and inclusive. Greater diversity leads to better decision making because people with different perspectives may not share the assumptions and beliefs of the rest of the group. This encourages plurality of ideas and opinions, which enhances the quality of decision making.

Under-representation of, and sometimes total absence of, women and minorities on state boards and commissions could send a message to those segments of the population that their input is not valued. More diverse state boards, by contrast, promote essential democratic values of representation and give a voice to all citizens. It is incumbent on the appointing authorities to ensure that they are not excluding any part of the public that has the right to serve and be represented on state boards.

### **Funding**

Funds for this study were provided by three organizations: The Maurice Falk Fund, Women and Girls Foundation of Southwest Pennsylvania, and WOMENS WAY.

### **Data Collection Methods**

Two steps were involved in creating a list of PA state boards. First, we identified all types of boards which have at least one member appointed by the Governor of Pennsylvania. To do this we examined every appointment (more than 2000) made by the Governor between January 2000 and September 2005 as listed on the website for the Governor's Office of Public Liaison and examined the Senate's website list of confirmations for the Governor's appointees. This generated a list of 357 boards.

Second, we conducted a web search to obtain information on these boards to see if they qualified as a PA state board based on the following definition:

For the purposes of this study, a PA state board is defined as one where at least 50% of the voting members are PA state officials or members appointed by a PA state official and at least one member must be appointed by a PA state official. A PA state official is defined as an employee of the PA government, such as an elected official (e.g., Governor or Senator) or the director or secretary of a particular government department (e.g., Director of the Bureau of Consumer Protection in the Office of the Attorney General).

As a result of this review of the 357 boards, we found that 312 existed and satisfied the above definition and 45 no longer existed or did not satisfy the definition (see Appendix 1). In addition to creating a revised list of PA state boards, the web search was conducted to obtain information about board functions and compensation of board members.

### *Functions of Boards*

A sample of 20 PA state boards was selected and reviewed to find common functions among these entities and create a preliminary list of function categories. The websites of all of the PA boards on our list were then examined to collect information, if available, about their duties and responsibilities. The information was recorded in a spreadsheet (see Appendix 2). Definitions of the functions are in Appendix 3. Phone calls later in the project were used to collect functions information when not available from websites (see descriptions of phone calls below). The list of common function categories was then revised to reflect the more complete information after completing data collection.

### *Compensation of Board Members*

A sample of 20 PA state boards was selected and reviewed to find common types of payments to board members. A preliminary list of payment categories was created based on the sample. The websites of all of the PA state boards on our list were then examined to collect information about their payments to board members. The information was recorded in a spreadsheet (see Appendix 4), and definitions of the compensation categories are in Appendix 5. Later in the project, phone calls were used to collect payment information when not available from websites (see descriptions of phone calls below). The list of common payment categories was then revised to reflect the more complete information after completing data gathering.

### *Description of Call 1 and Call 2*

Two phone scripts (Call 1 and Call 2) were developed to obtain information on the gender, race/ethnicity, functions, and types of payments for board members (see Appendices 6 and 7). In Call 1, the secretary or administrative manager of each board was contacted to obtain the current list of voting members. Copies of the board list were received by fax, e-mail, or from websites. For the board lists that were obtained from the websites, we confirmed with the board secretary or administrative manager that the list posted on the webpage is up-to-date. Information from Call 1 was obtained between January 2006 and June 2006. Table 1 shows the outcome of Call 1.

Note that we were not able to obtain information on the geographic location of the board members during this study. Most of the board secretaries or managers were not willing to give us the address or location of board members.

**Table 1. Telephone Outcomes for Call 1**

	Number	Percent
Refused	19	6.1%
No response	34	10.9%
No contact number	47	15.1%
Referred to Governor's Office	10	3.2%
Obtained members' list	202	64.7%
<i>Total existing boards in our original list</i>	<i>312</i>	<i>100%</i>

In Call 2, the board secretary or administrative manager was contacted a second time to obtain information about the gender, race, and ethnicity of board members, and, if needed, board functions and the type of payment board members receive. This information was collected between February 2006 and June 2006. Table 2 shows the outcomes of Call 2.

**Table 2. Telephone Outcomes for Call 2**

	Number	Percent
Received gender & race/ethnicity information	162	80.2%
Refused	34	16.8%
No response	1	0.5%
Referred to Governor's Office	5	2.5%
<i>Total boards with board members' list</i>	<i>202</i>	<i>100%</i>

The final telephone outcome for Call 1 and 2 is that we obtained gender and race/ethnicity data for 162 boards (51.9%) out of the 312 PA state boards known to exist. The boards that did not provide gender and race/ethnicity information are shaded in yellow in Appendix 8. No particular type of state board tended to provide or not provide the data.

## Findings

The following is a summary of the information obtained on gender, race/ethnicity, and other items from the 162 PA state boards. The 162 PA state boards had a total of 1854 voting members. We were able to obtain gender information on all 1854 voting members and obtained race and ethnicity information on 1731 members (93.7%). Race and ethnicity information on 123 members (6.3%) was unknown.

## Gender

Out of 1854 total board members on the 162 boards, women comprise 31.2% while men comprise 68.8%. According to the year 2000 US census, men make up 48.3% of the total population in PA, while women make up 51.7%. Thus, women are grossly under-represented on the state boards compared to their share of the state's population (see Tables 3 and 4). In addition, there are 30 boards (19%) that have no women members and 88 boards (54%) that have fewer than three women members. For findings on gender by board see Appendix 8.

**Table 3. Percentage of Women on PA State Boards**

Gender	Number of Members	%
Total	1854	100
Male	1276	68.8
Female	578	31.2

*Source: Appendix 8*

**Table 4. Pennsylvania Population by Gender**

Gender	%
Male	48.3
Female	51.7

*Source: US Census 2000*

## Race and Ethnicity

Of the 1731 members on the PA boards for which we obtained race/ethnicity information, 1517 (87.6%) are non-Hispanic white and 214 (12.4%) are minorities (see Table 5). The breakdown of the minorities by race and ethnicity shows that 158 (9.1%) are African American, 29 (1.7%) are Asian American, and 27 (1.6%) are Hispanic. No Native Americans were represented.

**Table 5. PA Board Members by Race and Ethnicity**

	# of board members with information on race and ethnicity	Percent
<i>Race and ethnicity</i>	<i>1731</i>	<i>100%</i>
White, non-Hispanic	1517	87.6
Minorities	214	12.4
Black or African American	158	9.1
Asian	29	1.7
Native American	0	0
Hispanic or Latino	27	1.6

*Source: Appendix 8*

**Table 6. Race and Ethnicity of Pennsylvania’s Population**

<b>Race and ethnicity</b>	<b>%</b>
White, non-Hispanic	84.1
Minorities	15.9
Black or African American	10.0
Asian	1.8
Native American	0.1
Hispanic or Latino	3.2
Other	0.8

*Source: US Census 2000: demographic profile*

Table 6 provides data on race and ethnicity of the state’s population. Comparing Tables 5 and 6, we find that the percentage of minorities represented on state boards (12.4%) is below their share of the state’s population (15.9%). At the same time, the percentage of non-Hispanic Whites among board members (87.6%) is above their share of the state’s population (84.1%). In addition, there are 83 boards (51%) that do not have any minority members and 136 boards (84%) that have fewer than three minority members out of the 162 that provided race/ethnicity information. For findings on race and ethnicity by board see Appendix 8.

*Functions*

Of the 312 boards studied, 241 (77.2%) provided information on the functions of their members. Table 7 shows the common types of functions and the number and percent of boards that perform such duties. The most frequently mentioned functions are advising state officials (79.7% of the boards), developing and recommending policy (58.9%), liaison between the board and other agencies (38.2%), public education (36.5%), and financial control over state or federal money (33.6%). The findings on functions by board are shown in Appendix 2.

Table 7 also shows the distribution of board members by gender and race/ethnicity for boards that perform a particular function. Compared to women’s share of 51.7% of the state’s population, women are under-represented on boards in relation to all functions. Compared to the minority share of 15.9% of the state’s population, minorities are under-represented on boards in relation to all functions except advocacy and hiring. Women and minorities have the lowest representation on boards engaged in licensing and the greatest representation on boards engaged in advocacy.



**Table 7. Functions of PA State Boards and Representation by Function**

<b>Function Type</b>	<b># of boards</b>	<b>% of boards</b>	<b>% women members</b>	<b>% minority members</b>
Advise	192	79.7	34.1	12.1
Develop Policy	142	58.9	31.3	13.8
Liaison	92	38.2	42.3	14.6
Public Education	88	36.5	40.6	13.2
Finance	81	33.6	20.9	12.4
Licensing	46	19.1	11.2	9.3
Appointments	21	8.7	22.6	13.2
Contract	17	7.1	15.9	12.3
Research	11	4.6	24.5	10.3
Advocacy	9	3.7	50.5	40.9
Hiring	8	3.3	19.4	32.2
Other	34	14.1	31.0	8.6

*Payment Categories*

Out of the 312 boards, we were able to obtain compensation information from 226 boards (72.4%). We found that 9.3% of the boards provide no compensation for board-related expenses of board members, 85% provide travel and related expenses, and 19% provide a per diem. The most common per diem rate was \$51-\$100 (Table 8). The findings on compensation by board are shown in Appendix 4.

Table 8 also shows the distribution of board members by gender and race/ethnicity for boards with a particular type of payment for board members. Compared to women’s share of 51.7% of the state’s population, women are under-represented on boards with all types of payments for members. Compared to the minority share of 15.9% of the state’s population, minorities are under-represented on boards with no compensation, paid travel and related expenses, a per diem of \$50 a day or less, and a per diem of greater than \$100. Minorities are over-represented on boards with a per diem of \$51-100 and boards that pay members a salary.

Women have the lowest representation on boards that pay members a salary, and minorities have the lowest representation on boards that pay a per diem of greater than \$100. Women have the highest representation on boards that pay members a per diem of greater than \$100, and minorities have the highest representation on boards that pay a per diem of \$51-100.

**Table 8. Payments for PA State Board Members**

<b>Payment Category</b>	<b>Number of boards</b>	<b>% of boards</b>	<b>% women members</b>	<b>% min. members</b>
No compensation	21	9.3	33.5	14.2
Travel and other expenses	192	85.0	33.9	10.9
Boards with per diems	43	19.0	20.0	8.0
Per diem of < or = \$50/day	5	2.2	--	--
Per diem of \$51-100/day	26	11.5	14.3	22.9
Per diem of > \$100/day	4	1.8	35.0	3.8
Amount unknown	8	3.5	7.5	5.0
Salary	12	5.3	12.3	20.0

### **Recommendations**

The following recommendations provide the Governor, Senate, House of Representatives, and other state officials and appointing authorities the opportunity to better uphold the principles of fair representation, equality, inclusiveness, and good governance. Concerted efforts must be made to ensure that appointments to state boards fairly represent the state population in regards to gender, race, and ethnicity.

Given these findings, we recommend that state officials:

- Work with local professional and civic organizations, many of whom already prepare screened lists of qualified candidates and in some cases train potential candidates, in order to identify qualified and interested women and persons of color to serve on boards.
- Create an appointment process that is accessible and transparent to ensure openings are well publicized and that all interested and qualified individuals are able to apply.
- Pass legislation specifying that membership of any and all publicly appointed bodies in the State of Pennsylvania should represent the population of the Commonwealth in regards to gender and race/ethnicity.
- Require all state boards to report information on member diversity to the governor's office or some other office so that complete instead of partial information can be obtained.
- Annually update the data in this study to monitor progress in increasing diversity on state boards.
- Gather information on participation on boards for other important segments of the population, such as the disabled.

## **Appendix 1. Boards Not Included in the Study**

1. States Coastal Organizations
2. Chesapeake Executive Council Citizens Advisory Committee
3. Brigadier General Pennsylvania National Guard
4. Erie-Western PA Port Authority
5. Erie County Convention Center Authority
6. Southwestern Pennsylvania Commission
7. General Counsel
8. Great Lakes Commission For The Commonwealth of Pennsylvania
9. Local Government Advisory Committee
10. Medical Advisory Board (State Athletic Commission) chairman
11. Brandywine Battlefield Park Commission
12. Education Commission of The States
13. Pennsylvania State University, Board of Trustees of the
14. Agricultural By-Product Management Technology
15. Lincoln University of the Commonwealth System of Higher Education, Board of Trustees of
16. Temple University of the Commonwealth System of Higher Education, Board of Trustees of
17. Thomas Jefferson University, Board of Trustees of
18. University of Pittsburgh of the Commonwealth System of Higher Education, Commonwealth Trustee of the
19. Thaddeus Stevens College of Technology, Board of Trustees of
20. Abandoned Mine Voids and Mine Safety, Governor's Commission on
21. Blue Cross Independence, Board of Directors
22. Hathaway County Probation and Parole Officers' Firearm Education and
23. Major General, Pennsylvania National Guard
24. Veterans' Commission, State
25. Arthritis, PA Department of Health Advisory Board of
26. Ben Franklin Technology Development Authority Board of Directors
27. Cameron County Board of Assistance
28. Crime Victim's Compensation Board
29. Central Youth Development Centers, Board of Trustees of
30. Montgomery County Board of Assistance
31. Business Tax Commission, Pennsylvania
32. Chester County Board of Assistance
33. Pike County Board of Assistance
34. Messenger and Agent Advisory Committee
35. Interscholastic Athletic Oversight Council, Pennsylvania
36. Veterans' Memorial Commission, Pennsylvania
37. College and Career Success, Commission on
38. Operational Committee of the Pennsylvania Community
39. Venango County Board of Assistance

40. Compliance Advisory Committee Environmental Hearing Board, Pennsylvania Interstate Oil And Gas Compact Commission
41. Small Business Advocate
42. Interstate Commission on the Potomac River Basin
43. Interstate Mining Compact Commission
44. Delaware River Master's Advisory Committee
45. Delaware River Basin Commission County Board of Assistance

### **Appendix 3. Board Function Definitions**

1. Advise - Serve in advisory capacity to the Governor or the Secretary of the Department and or make recommendations to the PA state officials.
2. Policy - Develop, review and recommend policies, procedures, rules and regulations. Oversees the recommendation and implementation of certain policies
3. Contracting – Power to contract with other institutions/agencies/individuals for procurement of goods and services.
4. Appointment- Participate in the appointment of the executive director of the agency or president of the board.
5. Hiring- Participate in the hiring of agency staff or staff of the board.
6. Liaison - Serve as liaison between the government and other agencies including NGOs; consult and cooperate with other agencies
7. Research - Conduct/coordinate research activities; collect and analyze data, and carry out study of any issue under the agency’s jurisdiction
8. Public Education - Promote public education, enlightenment, awareness, and serve as resource to the community
9. Public Advocacy- Conduct and promote advocacy on the issues/areas of interest of the board or commission
10. Professional Licensing- Regulates the practice, procedures, and licensure of professional practitioners. Carries out certification of certain professional conduct and practices, grants approval, and conduct programs monitoring and evaluation
11. Finance – Utilizes federal and state monies, collection of fees, resource allocation and management, provide funding and grants for projects, and budget approval
12. Other- Special functions different from the above.

## **Appendix 5. Definition of Compensation Categories**

1. No Compensation – Board members do not receive any type of compensation
2. Travel/ Other related expenses – Members are reimbursed or receive a stipend for expenses such as mileage, lodging, and food.
3. Per Diem – Members receive compensation per diem (per meeting)
4. Per Diem (amount not specified) – Members are compensated per diem but the amount was not specified
5. Per Diem (< or = \$50) – Members are compensated at \$50 or less per diem
6. Per Diem (\$51-\$100) – Members are compensated from \$51 and \$100 per diem
7. Per Diem (>\$100) – Members are compensated at \$100 or more per diem
8. Salary – Members are given a salary or stipend

## Appendix 6. Phone Script for Call 1

**Board Name:** \_\_\_\_\_

Hello my name is \_\_\_\_\_ and I'm calling from the University Center for Social and Urban Research at the University of Pittsburgh.

**Are you the right person to talk to regarding getting some public information about the composition of \_\_\_\_\_ Board/Commission?**

I would like to request your participation in a research study we are conducting that will examine the race, gender, and geographic location of state board members, as well as the function of the board and the type of payment, if any, board members receive. This information is important to our study because it will show the diversity of state boards, which is necessary for decision processes to be higher quality and more democratic. All identifiable information collected on individual commission and board members in this study will remain strictly confidential. You are also under no obligation to participate in this research and can withdraw from the study at any time.

**Screening Question:** Could you please tell me how many members are on this board? \_\_\_\_\_ And how many of the members were appointed by the Governor or another PA State official?

At this time we would like to have a copy of the current list of all the board members for the (name of board). Could you please fax this list to us at this number?

**412-624-4810**

Response: \_\_\_\_\_

If NO: Could you please tell me where I could obtain a copy of the current list of the board members.

Could you tell me your name, title, and phone number?

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Phone #: \_\_\_\_\_

Date: \_\_\_\_\_

Interviewer Name: \_\_\_\_\_

Thank you very much for your time and participation.

## Appendix 7. Phone Script for Call 2

**Board Name:** \_\_\_\_\_

Hello my name is \_\_\_\_\_ and I'm calling from the University Center for Social and Urban Research at the University of Pittsburgh. Is this \_\_\_\_\_ (name of person previously contacted)?

Thank you for sending your list of board members. Now we would like to ask you a few questions about these board members. Information on individual board members will remain confidential.

Of the appointed voting board members, could you tell me the gender of each voting board member?

Of the appointed voting board members, could you tell me the race of each member?

Of the appointed voting board members, could you tell me whether each voting board member is Hispanic or Non-Hispanic?

Of the appointed voting board members could you please tell me the geographic location of each voting board member?

Could you please tell me how many voting board members hold a PA state official position

Could you please tell me the function of the board?

Could you please tell me what type of payments, if any, voting board members receive?

Could you please fax a copy of the founding legislation for the board?

Could I please have your name, title, and phone number?

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Phone #: \_\_\_\_\_

Date: \_\_\_\_\_

Interviewer Name: \_\_\_\_\_

Thank you very much for your time and participation.





Bradford County Board of Assistance	1					1		1										
Bucks County Board of Assistance	1					1		1										
Butler County Board of Assistance	1					1		1										
California University of Pennsylvania of the State System of Higher Education,Council of Trustees of	1	1			1							1						Fix the levels of tuition fees, including a differential for such charges between students who are residents of the Commonwealth and students who are nonresidents.
Cambria County Board of Assistance	1					1		1										
Cancer Control, Prevention and Research Advisory Board ,Pennsylvania																		1
Capitol Preservation Committee		1	1									1	1					Monitor the maintenance, restoration, preservation and rehabilitation of historical documents, artifacts and other historical objects or resources located within and around, or associated with, the State Capitol Building.
Carbon County Board of Assistance	1					1		1										
Center for Rural Pennsylvania,Board of Directors of the		1					1						1					
Centre County Board of Assistance	1					1		1										
Certification of Water and Wastewater Systems Operators, State Board	1	1											1					
Certified Real Estate Appraisers, State Board of	1	1											1	1				
Cheyney University of Pennsylvania of the State System of Higher Education,Council of Trustees of	1	1			1									1				Fix the levels of tuition fees,including a differential for such charges between students who are residents of the Commonwealth and students who are nonresidents.
Children and Families, Commission on	1	1					1											
Children's Trust Fund Board		1					1							1				
Chiropractic, State Board of		1											1	1				
Citizen's Advisory Council	1	1																1 Evaluating environmental issues and laws
Civil Service Commission, State	1	1				1												Conduct investigation on petition of a citizen concerning any matter in cases of demotion, furlough, suspension and removal.
Clarion County Board of Assistance	1						1											
Clarion University of Pennsylvania of the State System of Higher Education,Council of Trustees of	1	1			1													Fix the levels of tuition fees, including a differential for such charges between students who are residents of the Commonwealth and students who are nonresidents.
Clarks Summit State Hospital,Board of Trustees of																		1
Clearfield County Board of Assistance	1						1											
Clinton County Board of Assistance	1						1											
Columbia County Board of Assistance	1						1											
Community Development Bank,The Operational Committee of the Pennsylvania																		1
Community Partnership for Safe Children, Governor's	1	1					1											
Community Service Advisory Board	1	1																1 Monitor the effectiveness and geographical distribution of community service programs.







Infrastructure Investment Authority (Pennvest), Pennsylvania		1									1		
Insurance Fraud Prevention Authority	1	1						1					
Interagency Coordinating Council for Early Intervention	1	1											
Intergovernmental Cooperation Authority, Governing Board of the	1										1		
Intra-governmental Council On Long-term Care	1	1						1					
<b>IRC Strategic Advisory Board</b>													1
Jefferson County Board of Assistance	1					1		1					
<b>Joint Committee On Documents</b>													1
Judicial Conduct Board											1		
<b>Judicial Council of Pennsylvania</b>													1
Juniata County Board of Assistance	1					1		1					
Juvenile Court Judges' Commission		1				1							
Kutztown University of Pennsylvania of the State System of Higher Education, Council of Trustees of	1	1				1					1		
Labor Relations Board, Pennsylvania		1									1		
Lackawanna County Board of Assistance	1					1		1					
<b>Lake Erie and Genessee Basin Regional Water Resources Committee</b>													1
Lancaster County Board of Assistance	1					1		1					
Landscape Architects, State Board of	1	1									1	1	
Latino Affairs, Governor's Advisory Commission On	1	1				1		1			1		
<b>Laurellon Center, Board of Trustees of</b>													1
Lawrence County Board of Assistance	1					1		1					
Lebanon County Board of Assistance	1					1		1					
Lehigh County Board of Assistance	1					1		1					
Library Development, Advisory	1	1											
Liquor Control Board, Pennsylvania		1						1			1	1	
Local Government Records Committee		1											
Lock Haven University of Pennsylvania of the State System of Higher Education, Council of Trustees of	1	1				1					1		
<b>Lower Susquehanna Basin Regional Water Resources Committee</b>													1
Luzerne County Board of Assistance	1					1		1					
Lycoming County Board of Assistance	1					1		1					









Uniform State Laws, Board of Commissioners on																		1
Union County Board of Assistance	1					1			1									
Upper and Middle Susquehanna Basin Regional Water Resources Committee																		1
Vehicle Manufacturers, Dealers and Salespersons, State Board of		1								1	1							
Venue, Interbranch Commission on																		1
Veterans' Center, Advisory Council for Southwestern																		1
Veterans' Center, Advisory Council for Southeastern																		1
Veterinary Medicine, State Board of	1	1								1	1							
Victims Services Advisory Committee	1	1									1							
Vocational Rehabilitation, State Board of		1																
Warren County Board of Assistance	1					1			1									
Warren State Hospital, Board of Trustees of																		1
Washington County Board of Assistance	1					1			1									
Washington Crossing Park, Commission on																		1
Water Resources Committee, Statewide	1	1				1												
Wayne County Board of Assistance	1					1			1									
Wernersville State Hospital, Board of Trustees of																		1
West Chester University of Pennsylvania of the State System of Higher Education, Council of Trustees of	1	1			1									1				
Western Youth Development Centers, Board of Trustees of the																		1
Westmoreland County Board of Assistance	1					1			1									
White Haven Center, Board of Trustees of																		1
Women, Pennsylvania Commission for	1	1				1			1	1							1	
Woodville State Hospital, Board of Trustees of																		1
Workers' Compensation Appeal Board																		1
Workforce Investment Board, Pennsylvania	1	1																
Wyoming County Board of Assistance	1					1			1									
York County Board of Assistance	1					1			1									
<b>Total</b>	<b>192</b>	<b>142</b>	<b>17</b>	<b>21</b>	<b>8</b>	<b>92</b>	<b>11</b>	<b>88</b>	<b>9</b>	<b>46</b>	<b>81</b>	<b>34</b>	<b>0</b>	<b>71</b>				

Note: We were unable to obtain data for the shaded rows.

## Appendix 4. Board Member Compensation

<i>PA State Board</i>	<i>No Compensation</i>	<i>Travel / Other related Expenses</i>	<i>Per Diem Boards</i>	<i>Per Diem (amount not specified)</i>	<i>Per Diem (&lt; or = \$50)</i>	<i>Per Diem (\$51-100)</i>	<i>Per Diem (&gt;\$100)</i>	<i>Salary</i>	<i>Notes</i>	<i>Missing Data</i>	<i>No Payment Information</i>
Accountancy, State Board		1	1			1					
Adams County Board of Assistance		1									
Adult Basic and Literacy Education Interagency Coordinating Council, Pennsylvania	1										
African American Affairs, Governor's, Advisory Commission on	1										
Aging, Pennsylvania Council on		1									
Agricultural Advisory Board		1									
Agricultural Land Preservation Board, State		1									
Agricultural Lands Condemnation Approval Board		1									
Allegheny County Board of Assistance		1									
Allentown State Hospital, Board of Trustees of										Mike Marsico	1
Amusement Ride Safety Advisory Board										Could not Contact	1
Animal Health and Diagnostic Commission		1	1			1					
Apprenticeship and Training Council, State		1	1		1						
Architects Licensure Board										Refused Call 2	1
Armstrong County Board of Assistance		1									
Asian American Affairs, Advisory Committee for		1									
Assess Sexually Violent Predators, State Board to		1	1				1		Chairman receives \$500 additional compensation per annum		
Athletic Commission, State								1	\$10,000 per year		
Athletic Oversight Committee, The Pennsylvania		1									
Auctioneer Examiners, State Board of										Could not contact	1

Automobile Theft Prevention Authority		1									
Aviation Advisory Committee			1	1							
Barber Examiners, State Board of										Could not contact	1
Beaver County Board of Assistance		1									
Bedford County Board of Assistance		1									
Berks County Board of Assistance		1									
Blair County Board of Assistance		1									
Blind, Advisory Committee for the										Could not Contact	1
Bloomsburg University of Pennsylvania of the State System of Higher Education, Council of Trustees of		1									
Board of Claims		1						1	Annual Compensation for all board members		
Board of Pardons								1	Members receive \$13,500 p.a.; Ex-officio receive \$0		
Boating Advisory Board		1									
Bradford County Board of Assistance		1									
Bucks County Board of Assistance		1									
Butler County Board of Assistance		1									
California University of Pennsylvania of the State System of Higher Education, Council of Trustees of		1									
Cambria County Board of Assistance		1									
Cancer Control, Prevention and Research Advisory Board ,Pennsylvania										Could not contact	1
Capitol Preservation Committee		1									
Carbon County Board of Assistance		1									
Center for Rural Pennsylvania, Board of Directors of the		1									
Centre County Board of Assistance		1									
Certification for Water and Wastewater Systems and Operators, State Board for		1									
Certified Real Estate Appraisers, State Board of		1	1					1			











Horse Racing Commission, State										Missing File	1
Housing Advisory Committee, Pennsylvania										Could not contact	1
Housing Finance Agency, Pennsylvania		1									
Human Relations Commission, Pennsylvania			1			1					
Humanities Council, Pennsylvania										Could not contact	1
Hunting, Fishing and Conservation, Governor's Advisory Council on		1									
Hunting, Fishing and Conservation, Governor's Youth Advisory Council on		1									
Huntingdon County Board of Assistance		1									
Independent Living Council (SILC), Statewide										Could not contact	1
Independent Regulatory Review Commission			1	1			1				
Indiana County Board of Assistance		1									
Indiana University of Pennsylvania of the State System of Higher Education, Council of Trustees of		1									
Industrial Board										Could not contact	1
Industrial Development Authority, Pennsylvania										Could not contact	1
Infrastructure Investment Authority (Pennvest), Pennsylvania										Could not contact	1
Insurance Fraud Prevention Authority		1									
Interagency Coordinating Council for Early Intervention MISSING FILE										Missing File	1
Intergovernmental Cooperation Authority, Governing Board of the	1										
Intra-governmental Council On Long-term Care	1	1							Travel expenses is paid to consumers only		





Ohio River Valley Water Sanitation Commission for the Commonwealth of Pennsylvania										Mike Marsico	1
Optometry, State Board of		1	1			1					
Organ Donation Advisory Committee		1									
Osteopathic Medicine, State Board of		1	1			1					
Patient Safety Authority		1									
Pedalcycle and Pedestrian Advisory Committee			1	1							
Perry County Board of Assistance		1									
Pesticide Advisory Board	1										
Pharmaceutical Assistance Review Board										Mike Marsico	1
Pharmacy, State Board of		1	1			1					
Philadelphia County Board of Assistance		1									
Philadelphia Parking Authority										Could not contact	1
Philadelphia Regional Port Authority		1									
Philadelphia School Reform Commission	1										
Physical Fitness and Sports, Governor's Advisory Council on										Mike Marsico	1
Physical Therapy, State Board of		1	1			1					
Planning Board, State										Mike Marsico	1
Podiatry, State Board of		1	1			1					
Polk Center, Board of Trustees of										Mike Marsico	1
Port of Pittsburgh Commission		1									
Potomac Basin Regional Water Resources Committee		1									
Potter County Board of Assistance		1									
Preservation Pennsylvania, Board of Directors of	1										
Prevailing Wage Advisory Board		1	1			1					
Prevailing Wage Appeals Board		1	1			1					
Probation, Advisory Committee on										Mike Marsico	1
Board of Probation and Parole, Pennsylvania		1						1			



Sewage Treatment Plant and Waterworks Operators, State										Could not contact	1
Shippensburg University of Pennsylvania of the State System of Higher Education, Council of Trustees of		1									
Slippery Rock University of Pennsylvania of the State System of Higher Education, Council of Trustees of		1									
Small Business Compliance Advisory Committee		1									
Snyder County Board of Assistance		1									
Social Workers, Marriage and Family Therapists and Professional Counselors, State Board of		1	1			1			Commissioner does not receive compensation/per diem.		
Soldiers' and Sailors' Home, Advisory Council for Pennsylvania										Mike Marsico	1
Somerset County Board of Assistance		1									
Somerset State Hospital, Board of Trustees of										Mike Marsico	1
South Mountain Restoration Center, Board of Trustees of		1									
Special Education, State Advisory Panel for		1									
Speech-Language and Hearing, State Board of Examiners in		1	1			1			Commissioner does not receive compensation		
Sportsmen's Advisory Council, Governor's										Mike Marsico	1
State Charter School Appeal Board		1							State Gov't. employees receive no travel reimbursement		
State Health Facility Hearing Board										Mike Marsico	1
State System of Higher Education, Board of Governors of the		1									
Sullivan County Board of Assistance		1									
Susquehanna County Board of Assistance		1									
Targeted Community Revitalization and Crime Prevention Advisory Committee										Could not contact	1







Woodville State Hospital, Board of Trustees of										Mike Marsico	1
Workers' Compensation Appeal Board										Refused Call 2	1
Workforce Investment Board, Pennsylvania		1									
Wyoming County Board of Assistance		1									
York County Board of Assistance		1									
	.	.	.	.	.	.	.	.			
<b>TOTAL</b>	<b>21</b>	<b>192</b>	<b>43</b>	<b>8</b>	<b>5</b>	<b>26</b>	<b>4</b>	<b>12</b>			
Note: We were unable to obtain data for the shaded rows.											

**Appendix 8. Gender, Race, and Ethnicity of Board Members**

PA State Board	Total Members	White, NH	Minority					Gender			
			Total	AA	As	NA	Hisp.	Unk.	Male	Female	Unk.
Accountancy, State Board of											
Adams County Board of Assistance											
Adult Basic and Literacy Education Interagency Coordinating Council, Pennsylvania	29	26	3	2	0	0	1		13	16	
African American Affairs, Governor's, Advisory Commission on	15	0	15	15	0	0	0		11	4	
Aging, Pennsylvania Council on	21	18	3	2	1	0	0		11	10	
Agricultural Advisory Board	23	23	0	0	0	0	0		17	6	
Agricultural Land Preservation Board, State	18	18	0	0	0	0	0		15	3	
Agricultural Lands Condemnation Approval Board	6	6	0	0	0	0			4	2	
Allegheny County Board of Assistance											
Allentown State Hospital, Board of Trustees of											
Amusement Ride Safety Advisory Board											
Animal Health and Diagnostic Commission	15	15	0	0	0	0	0		14	1	
Apprenticeship and Training Council, State											
Architects Licensure Board											
Armstrong County Board of Assistance	2	2	0	0	0	0	0		2	0	
Asian American Affairs, Governor's Advisory Commission on	15	0	15	0	15	0	0		12	3	





Pennsylvania of the State System of Higher Education, Council of Trustees of	11	1	10	9	1	0	0		8	3
Children and Families, Commission on	43	28	14	11	1	0	2	1	17	26
Children's Trust Fund Board	15	11	4	3	1	0	0		4	11
Chiropractic, State Board of										
Citizens Advisory Council	14	13	1	1	0	0	0		8	6
Civil Service Commission, State	3	2	1	0	1	0	0		2	1
Clarion County Board of Assistance										
Clarion University of Pennsylvania of the State System of Higher Education, Council of Trustees of	8	6	2	1	1	0	0		7	1
Clarks Summit State Hospital, Board of Trustees of										
Clearfield County Board of Assistance	9	8	1	1	0	0	0		5	4
Clinton County Board of Assistance	8	8	0	0	0	0	0		5	3
Columbia County Board of Assistance	6	6	0	0	0	0	0		3	3



Council on the Arts, Pennsylvania	8	5	3	2	0	0	1	6	2
County Records Committee	13	13	0	0	0	0	0	9	4
Crawford County Board of Assistance									
Crime and Delinquency, Juvenile Justice and Delinquency Prevention Advisory Committee, Pennsylvania Commission on Crime and Delinquency, Pennsylvania Commission on									
Cumberland County Board of Assistance									
Danville State Hospital, Board of Trustees of									
Dauphin County Board of Assistance	5	3	2	1	0	0	1	4	1
Deaf and Hard of Hearing, Advisory Council for the									
Delaware Basin Regional Water Resources Committee									
Delaware County Board of Assistance									
Delaware River Joint Toll Bridge Commission	5	4	1	1	0	0	0	4	1

Delaware River Port Authority											
	8	6	2	1	0	0	1		8	0	
Delaware Valley Veterans' Home, Advisory Council for											
Dentistry, State Board of											
Deputy Sheriffs' Education and Training Board	10	10	0	0	0	0	0		10	0	
Developmental Disabilities Council											
Drug and Alcohol Abuse, Pennsylvania Advisory Council on	8	5	3	2	0	0	1		6	2	
Drug, Device and Cosmetic Board, Pennsylvania											
E-911 Emergency Service Advisory Committee											
East Stroudsburg University of Pennsylvania of the State System of Higher Education, Council of Trustees of	11	9	2	1	1	0	0		7	4	
Eastern State School and Hospital, Board of Trustees											
Eastern Youth Development Centers, Board of Trustees of											
Ebensburg Center, Board of Trustees of	9	9	0	0	0	0	0		0	9	



Economic Development Financing Authority, Board of Directors of the Pennsylvania	15	14	1	0	0	0	1	12	3	
Pennsylvania of the State System of Higher Education, Council of Trustees of	11	9	2	2	0	0	0	8	3	
Education, State Board of	22	17	5	4	0	0	1	17	5	
Elk County Board of Assistance										
Embreeville Center, Board of Trustees of										
Employees' Retirement Board, State	11	0	0	0	0	0	0	11	11	0
Energy Development Authority, Pennsylvania										
Environmental Hearing Board Rules Committee	9	9	0	0	0	0	0	7	2	
Erie County Board of Assistance	7	2	5	5	0	0	0	3	4	
Ethics Commission, State	7	7	0	0	0	0	0	6	1	
Fairview State Hospital, Board of Trustees of										
Farm Products Show Commission, State	13	0	0	0	0	0	0	13	11	2
Fayette County Board of Assistance	5	5	0	0	0	0	0	4	1	
Financing Authority, Commonwealth	7	6	1	1	0	0	0	7	0	

Firearm Education and Training Commission County Probation and Parole Officers'	9	9	0	0	0	0	0	0	7	2
Fish and Boat Commission, Pennsylvania	10	10	0	0	0	0	0	0	10	0
Forest County Board of Assistance	1	1	0	0	0	0	0	0	1	0
Franklin County Board of Assistance	5	5	0	0	0	0	0	0	4	1
Fulton County Board of Assistance	3	3	0	0	0	0	0	0	0	3
Funeral Directors, State Board of										
Game Commission, Pennsylvania	8	8	0	0	0	0	0	0	7	1
Gaming Control Board	7	6	1	1	0	0	0	0	6	1
Gender, Racial and Ethnic Fairness, Interbranch Commission for	24	16	8	4	2	0	2	0	8	16
Gender, Racial and Ethnic Fairness, Interstate Commission for										
Gino Merli Veterans' Center, Advisory Council for	14	14	0	0	0	0	0	0	13	1
Governor's Youth Sportsmen's Advisory Council										
Greene County Board of Assistance	5	5	0	0	0	0	0	0	2	3
Hamburg Center, Board of Trustees of	5	5	0	0	0	0	0	0	4	1

Hardwoods Development Council	25	25	0	0	0	0	0	0	23	2
Harness Racing Commission, State	2	2	0	0	0	0	0	0	2	0
Harrisburg State Hospital, Board of Trustees of										
Haverford State Hospital, Board of Trustees of										
Health Care Cost Containment Council	23	21	2	2	0	0	0	0	16	7
Health Family Hearing Board										
Health Policy Board	13	10	3	2	0	0	1	0	9	4
Health Research Advisory Committee	9	6	3	3	0	0	0	0	7	2
Hearing Aid Sales Registration Law Advisory Council										
Higher Education Assistance Agency, Board of Directors of the Pennsylvania	20	17	3	3	0	0	0	0	18	2
Historical and Museum Commission, Pennsylvania	13	12	1	1	0	0	0	0	6	7
Hollidaysburg Veterans' Home, Advisory Council for										
Homeland Security Advisory Council										
Horse Racing Commission, State	3	3	0	0	0	0	0	0	3	0

Housing Advisory Committee, Pennsylvania											
Housing Finance Agency, Pennsylvania	13	13	0	0	0	0	0		13	0	
Human Relations Commission, Pennsylvania	11	3	8	4	2	0	2		8	3	
Humanities Council, Pennsylvania	13	11	2	2	0	0	0		7	6	
Hunting, Fishing and Conservation, Governor's Advisory Council for	26	26	0	0	0	0	0		23	3	
Hunting, Fishing and Conservation, Governor's Youth Advisory Council for											
Huntingdon County Board of Assistance											
Independent Living Council (SILC), Statewide											
Independent Regulatory Review Commission	5	5	0	0	0	0	0		5	0	
Indiana County Board of Assistance	5	5	0	0	0	0	0		5	0	
Indiana University of Pennsylvania of the State System of Higher Education, Council of Trustees of	11	11	0	0	0	0	0		9	2	
Industrial Board											
Industrial Development Authority, Pennsylvania											
Infrastructure Investment Authority (Pennvest), Pennsylvania	12	12	0	0	0	0	0		10	2	

Insurance Fraud Prevention Authority	7	7	0	0	0	0	0	0	7	0
Interagency Coordinating Council for Early Intervention	16	15	1	1	0	0	0	0	3	13
Intergovernmental Cooperation Authority, Governing Board of the	5	5	0	0	0	0	0	0	4	1
Intra-governmental Council On Long-term Care	27	26	1	1	0	0	0	0	5	22
IRC Strategic Advisory Board										
Jefferson County Board of Assistance	5	5	0	0	0	0	0	0	2	3
Joint Committee On Documents										
Judicial Conduct Board	9	8	1	1	0	0	0	0	7	2
Judicial Council of Pennsylvania										
Juniata County Board of Assistance										
Juvenile Court Judges' Commission	9	8	1	1	0	0	0	0	4	5
Kutztown University of Pennsylvania of the State System of Higher Education, Council of Trustees of	11	10	1	1	0	0	0	0	8	3
Labor Relations Board, Pennsylvania	3	3	0	0	0	0	0	0	2	1

Lackawanna County Board of Assistance	8	8	0	0	0	0	0	0	7	1
Lake Erie and Genessee Basin Regional Water Resources Committee										
Lancaster County Board of Assistance	4	4	0	0	0	0	0	0	2	2
Landscape Architects, State Board of										
Latino Affairs, Governor's Advisory Commission On										
Laurelton Center, Board of Trustees of										
Lawrence County Board of Assistance	5	4	1	1	0	0	0	0	3	2
Lebanon County Board of Assistance										
Lehigh County Board of Assistance	4	4	0	0	0	0	0	0	2	2
Library Development, Advisory Council on	12	0	0	0	0	0	0	0	12	6
Liquor Control Board, Pennsylvania	3	3	0	0	0	0	0	0	3	0
Local Government Records Committee										
Lock Haven University of Pennsylvania of the State System of Higher Education, Council of Trustees of	11	10	1	1	0	0	0	0	10	1

Lower Susquehanna Basin Regional Water Resources Committee											
Luzerne County Board of Assistance											
Lycoming County Board of Assistance	5	5	0	0	0	0	0		4	1	
Mansfield University of Pennsylvania of the State System of Higher Education, Council of Trustees of	11	11	0	0	0	0	0		8	3	
Mayview State Hospital, Board of Trustees of											
Mckean County Board of Assistance	2	0	0	0	0	0	0	2	2	0	
Medicine, State Board of											
Mental Health and Mental Retardation, Advisory Committee for											
Mercer County Board of Assistance											
Mifflin County Board of Assistance											
Milk Marketing Board	3	3	0	0	0	0	0		2	1	
Pennsylvania of the State System of Higher Education, Council of Trustees of	11	9	2	2	0	0	0		8	3	
Minor Judiciary Education Board	7	7	0	0	0	0	0		6	1	







Philadelphia Regional Port Authority	11	9	2	2	0	0	0	11	0
Philadelphia School Reform Commission	5	3	2	2	0	0	0	4	1
Physical Fitness and Sports, Governor's Advisory Council on									
Physical Therapy, State Board of									
Planning Board, State									
Podiatry, State Board of									
Polk Center, Board of Trustees of									
Port of Pittsburgh Commission	14	12	2	1	1	0	0	12	2
Potomac Basin Regional Water Resources Committee									
Potter County Board of Assistance									
Preservation Pennsylvania, Board of Directors of	22	20	2	2	0	0	0	13	9
Prevailing Wage Advisory Board									
Prevailing Wage Appeals Board	7	6	1	1	0	0	0	7	0



Request for Information Review Committee											
Rural Development Council, Pennsylvania	28	26	2	1	0	0	1		24	4	
Schuylkill County Board of Assistance	6	6	0	0	0	0	0		4	2	
Scotland School For Veterans' Children Board of Trustees	8	6	2	2	0	0	0		8	0	
Scranton State School for the Deaf, Board of Trustees of (how to classify Middle Eastern member?)	9	9	0	0	0	0	0		6	3	
Seasonal Farm Labor Committee	9	7	2	1	0	0	1		7	2	
Securities Commission, Pennsylvania	3	3	0	0	0	0	0		3	0	
Selection Committee (Department of General Services)	5	4	1	1	0	0	0		5	0	
Selinsgrove Center, Board of Trustees of											
Senior Citizen Advisory Committee	11	10	1	1	0	0	0		7	4	
Sentencing, Pennsylvania Commission on	11	10	1	1	0	0	0		8	3	
Sewage Treatment Plant and Waterworks Operators, State											
Shippensburg University of Pennsylvania of the State System of Higher Education, Council of Trustees of	11	10	1	1	0	0	0		9	2	



State Health Facility Hearing Board											
State System of Higher Education, Board of Governors of the	19	16	3	3	0	0	0		16	3	
Sullivan County Board of Assistance	5	5	0	0	0	0	0		2	3	
Susquehanna County Board of Assistance	7	7	0	0	0	0	0		1	6	
Targeted Community Revitalization and Crime Prevention Advisory Committee											
Tax Equalization Board, State	3	3	0	0	0	0	0		3	0	
Technical Advisory Committee on Diesel-Powered Equipment											
Tioga County Board of Assistance	6	6	0	0	0	0	0		3	3	
Tobacco Settlement Investment Board											
Torrance State Hospital, Board of Trustees of											
Training America's Teachers Commission	55	50	5	4	0	0	1		37	18	
Transportation Advisory Committee, State											
Transportation Authority (SEPTA), Southeastern Pennsylvania	15	12	3	3	0	0	0		12	3	







West Chester University of Pennsylvania of the State System of Higher Education, Council of Trustees of	12	11	1	1	0	0	0		8	4	
Western Youth Development Centers, Board of Trustees of the											
Westmoreland County Board of Assistance											
White Haven Center, Board of Trustees of											
Women, Pennsylvania Commission for	29	24	5	3	1	0	1		0	29	
Woodville State Hospital, Board of Trustees of											
Workers' Compensation Appeal Board											
Workforce Investment Board, Pennsylvania	41	0	0	0	0	0	0	41	32	9	
Wyoming County Board of Assistance											
York County Board of Assistance											
<b>TOTAL</b>	1854	1517	214	158	29	0	27	123	1276	578	0
<b>NOTE:</b> 162 of the 312 boards provided information on race and gender. We were unable to obtain data for the shaded rows.											