



Appointed Policy Makers
In State Government
Trend Analysis

1997
1998
1999



Highlights

- Between 1997 and 1999, the appointments gap slowly narrowed between women and men selected by governors to serve as top-ranking policy leaders. Still, women appointees lag 40.4 percentage points behind men.
- The percentage of women appointed policy-makers grew by only 1.5 points but grew consistently between 1997 and 1999.
- Very little change in the race and ethnicity composition of state-level appointed policy leaders overall occurred in the last three years. By contrast, in the single year 1998-99, Latino policy-makers joined the ranks of appointed leaders at a faster rate of change, +.9 percentage points, than any other racial/ethnic group at any time in the last three years.
- Between 1998 and 1999, women lost considerably more ground as top advisors than they gained as department heads.
- In the last year, governors added executive chamber positions and chose white men much more frequently than any other group as top advisors.
- Between 1997 and 1999, men in every racial and ethnic category held fewer department head leadership posts.
- The number and percentage of appointed Latina women policy leaders doubled between 1998 and 1999, with the biggest gains at the department head level.
- Governors continue to appoint women as heads of public bureaucracies in fields where women leaders have traditionally been concentrated. African Americans, Latinos, and American Indians/Native Alaskans are appointed to serve as heads of civil or human rights commissions much more often than any other agency leadership position.
- People of color, especially African Americans and Latinos, are dramatically underrepresented as top-ranking policy advisors in governors' offices.
- Governors, elected for the first time in 1998, appointed 15% fewer women to top leadership positions.

Notes on Methodology

Original data on policy leaders appointed by current governors were collected from the states via a mailed survey and follow-up phone calls as needed between May and October 1999. For the purpose of this study, "policy leaders" include the following two cohorts of gubernatorial appointees who develop, influence, and advise on public policy:

1. **Department Heads** — including heads of departments, agencies, offices, boards, commissions, and authorities.
2. **Top Advisors in Governors' Offices** — including such titles as chief of staff, government liaison, legal advisor, and press secretary/communications director.

Only persons appointed by current governors and who have policy-making responsibility are included in this report.

The study includes state-based representativeness ratios. These measures document the degree to which different groups are represented as appointed policy leaders.

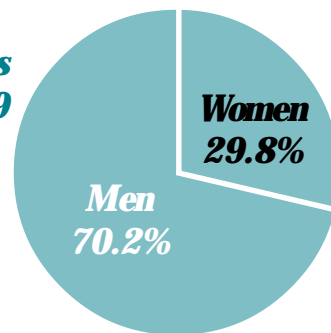
Representativeness is achieved when the social composition of top-ranking appointees mirrors that of the general population. Representativeness theory is based on the presumption that demographic representativeness leads to programs, policies, or decisions that benefit demographically diverse populations.

Policy Leaders

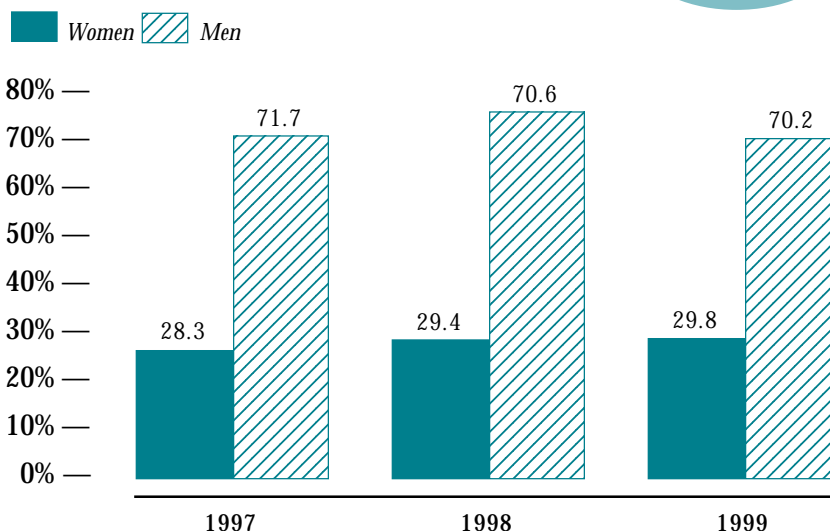
Appointments Gap Narrows

Slowly but steadily, the appointments gap is narrowing between women and men selected by governors to serve as top-ranking policy leaders. Between 1997 and 1999, the gap between the percentage of total appointed leadership positions held by men compared to the percentage of positions held by women decreased by three points from 43.4% to 40.4%.

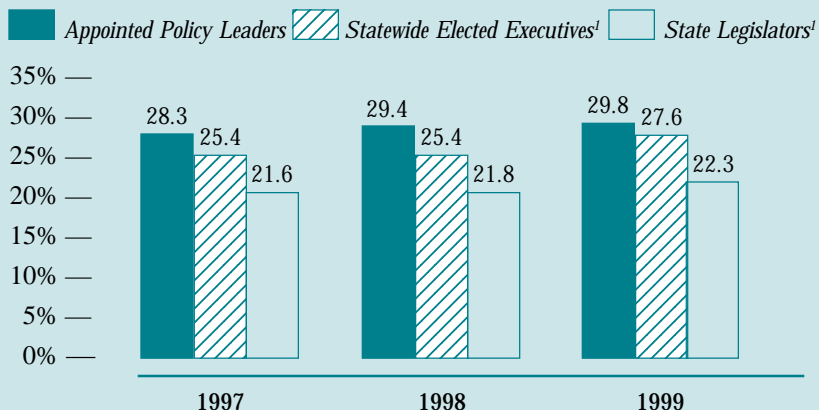
Policy Leaders by Gender 1999



Percentage of Women and Men Policy Leaders, 1997-1999



Percentage of Women in State-Level Policy Maker Cohorts, 1997-1999



Cohorts	1997	1998	1999	% Change 1997-99
Appointed Policy Leaders	28.3	29.4	29.8	1.5
Statewide Elected Executives ¹	25.4	25.4	27.6	2.2
State Legislators ¹	21.6	21.8	22.3	0.7

In the 50 states, progress toward increasing the proportion of women appointed leaders occurred at a steadier pace than progress toward increasing the proportion of women elected leaders. The percentage of women appointed policy-makers grew by only 1.5 points but grew consistently between 1997 and 1999; the percentage of state legislators rose consistently, but only by .7 points in the same period. On the other hand, the percentage of women statewide elected executives was level between 1997 and 1998, but increased by 2.2 points between 1998 and 1999.

¹ Source: Center for the American Woman and Politics, Eagleton Institute of Politics, Rutgers University



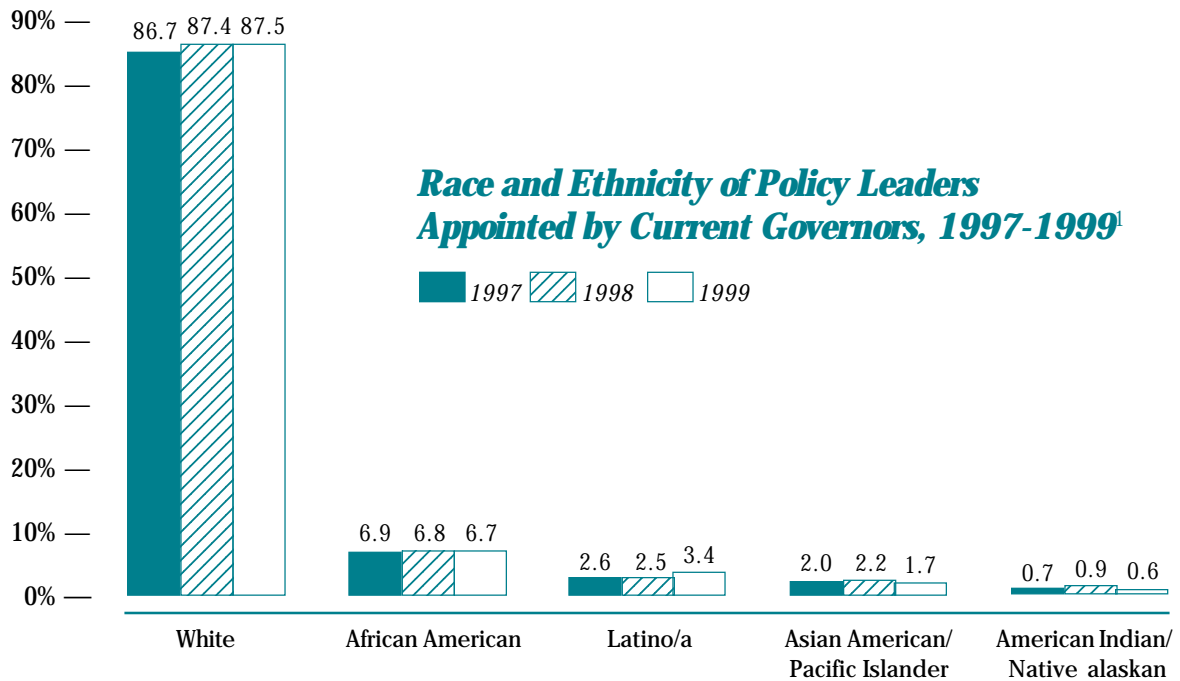
Policy Leaders

Race and Ethnicity Composition of Top-Ranking Appointed Policy Leaders Changes only Slightly in the Last Three Years

Very little change in the race and ethnicity composition of state-level appointed policy leaders occurred between 1997 and 1999. At the same time, the direction of change was not consistent for each group of appointees. Over the three-year period, the

percentage of white gubernatorial appointees rose by .8 points. The percentages of African American, Asian American, and American Indian appointees declined .2, .3, and .1 points respectively. By contrast, in the single year 1998-99,

Hispanic policy makers joined the ranks of appointed leaders at a faster rate of change, .9 percentage points, than any other racial/ethnic group at any time in the last three years.



¹ Due to a small number of policy leaders who classified their race/ethnicity as "other," percentages do not total 100% and numbers do not sum to the total.

***Gender, Race and Ethnicity of Policy Leaders
Appointed by Current Governors, 1997-1999¹***

	1999		1998		1997 ²	
	#	%	#	%	#	%
Total Appointees	1784	100.0	1741	100.0	1806	100.0
Men						
White	1116	62.6	1087	62.4	1135	68.8
African American	70	3.9	71	4.1	75	4.2
Latino	35	2.0	32	1.8	35	1.9
Asian American/Pacific Islander	21	1.2	25	1.4	26	1.4
American Indian/Native Alaskan	10	0.6	14	0.8	11	0.6
Total	1253	70.2	1229	70.6	1295	71.7
Women						
White	445	24.9	434	24.9	431	23.9
African American	50	2.8	47	2.7	48	2.7
Latina	25	1.4	12	0.7	12	0.7
Asian American/Pacific Islander	10	0.6	14	0.8	10	0.6
American Indian/Native Alaskan	1	0.1	2	0.1	2	0.1
Total	531	29.8	512	29.4	511	28.3

¹ Due to a small number of policy leaders who classified their race/ethnicity as "other," percentages do not total 100% and numbers do not sum to the total.

² Due to some missing racial/ethnic data, percentages and numbers do not sum to total.

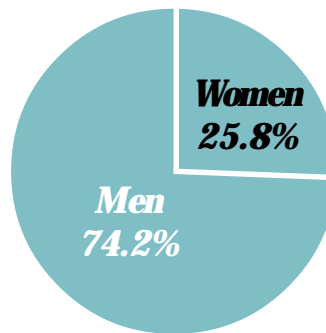


Department Heads/Top Advisors

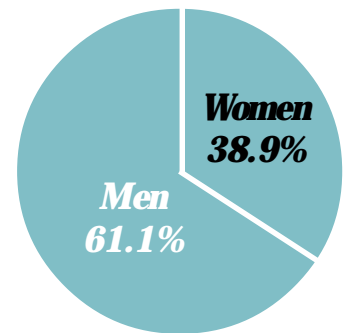
Women Top Advisors in Governors' Offices Lose Ground; Women Department Heads Make Progress

Between 1998 and 1999, women lost considerably more ground as top advisors than they gained as department heads. Although the number of women serving nationally as top-ranking appointed advisors to governors increased slightly from 208 to 210, the percentage of women top advisors fell by 2.5 points to a level below the 1997 figure.¹ The percentage of women department heads increased steadily over the last three years, rising a total of 2.1 percentage points to 25.8%.

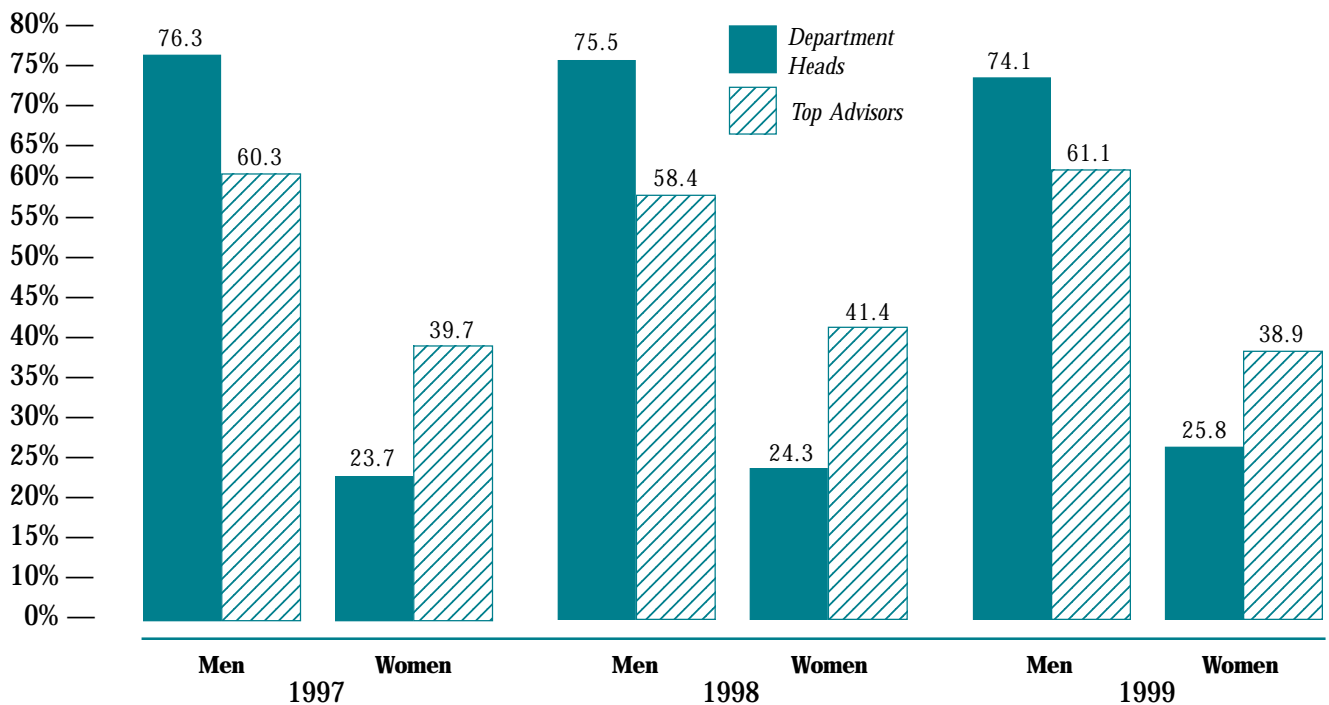
Department Heads by Gender 1999



Top Advisors in Governors' Offices by Gender 1999



Department Heads and Top Advisors in Governors' Offices by Gender, 1997-1999



¹ Governors appointed 7.6% more top advisors but only .57% more department heads in 1999 than in 1998. Over the previous year, the number of top advisors and department heads had declined by 3.8% and 3.7% respectively.

Surge in # of Latina Women Appointed to Lead State Agencies, Boards, and Commissions

The number and percentage of Latina women policy leaders doubled between 1998 and 1999. Still, Latina women remain substantially underrepresented among top-ranking gubernatorial appointees.

The big gain for Latina women is at the department head level. Across the country in 1999, 20 Latina women direct the affairs of public agencies, boards, or commissions as chief executive officers. Only seven Latina women served governors as agency heads in 1998. Between 1997 and 1999, white women and Latina women were the only groups to attain a higher percentage of state agency leadership posts. Men in every racial and ethnic category held fewer department head positions.

Governors Add Executive Chamber Positions; White Men Chosen More Frequently

This year, 38 more appointees, a gain of 7.6 percentage points over 1998, serve at the highest level in governors' offices. Governors overall chose white men much more frequently to fill these top-ranking positions.

Department Heads by Gender, Race and Ethnicity, 1997-1999¹

	1999		1998		1997	
	#	%	#	%	#	%
Total	1244	100.0	1238	100.0	1284	100.0
Men						
White	820	65.9	826	66.7	853	66.4
African American	55	4.4	56	4.5	60	4.7
Latino	27	2.2	26	2.1	29	2.3
Asian American/Pacific Islander	14	1.1	16	1.3	18	1.4
American Indian/Native Alaskan	6	0.5	11	0.9	8	0.6
Total	922	74.1	935	75.5	968	75.4
Women						
White	264	21.2	254	20.5	253	19.7
African American	30	2.4	31	2.5	31	2.4
Latina	20	1.6	7	0.6	7	0.5
Asian American/Pacific Islander	6	0.5	7	0.6	5	0.4
American Indian/Native Alaskan	1	0.1	2	0.2	2	0.2
Total	321	25.8	301	24.3	298	23.2

¹ Due to a small number of policy leaders who classified their race/ethnicity as "other," percentages do not total 100% and numbers do not sum to the total.

Top Advisors by Gender, Race and Ethnicity, 1997-1999¹

	1999		1998		1997	
	#	%	#	%	#	%
Total	540	100.0	503	100.0	522	100.0
Men						
White	296	54.8	261	51.9	282	54.0
African American	15	2.8	15	3.0	15	2.9
Latino	8	1.5	6	1.2	6	1.1
Asian American/Pacific Islander	7	1.3	9	1.8	8	1.5
American Indian/Native Alaskan	4	0.7	3	0.6	3	0.6
Total	330	61.1	294	58.4	314	60.2
Women						
White	181	33.5	180	35.8	178	34.1
African American	20	3.7	16	3.2	17	3.3
Latina	5	0.9	5	1.0	5	1.0
Asian American/Pacific Islander	4	0.7	7	1.4	5	1.0
American Indian/Native Alaskan	0	0.0	0	0.0	0	0.0
Total	210	38.9	208	41.4	205	39.3

¹ Due to a small number of policy leaders who classified their race/ethnicity as "other," percentages do not total 100% and numbers do not sum to the total.



Department Heads/Top Advisors

Governors continue to appoint women as heads of public bureaucracies in fields where women leaders have traditionally been concentrated. For instance, women appointees hold 66.7% of leadership positions in civil and human rights, 37.9% in labor and human resources, 37.1% in health, 36.5% in welfare and employment security, and 26.5% in education. At the same time, governors have designated women to direct about 25% of state agencies in nontraditional fields, such as: budget, finance, and administration (25.2%); economic development and housing (23.9%); and corrections (23.6%). The fields with the lowest percentages of women chief executives are fire protection (0.0%), police and public safety (9.4%), utilities, transportation, and highways (18.4%), and natural resources and environmental protection (19.2%).

Department Heads by Gender and Selected Function, 1999

Functions ¹	Male		Female	
	#	%	#	%
Total Appointees²	923	74.2	321	25.8
Budget/Finance/Administration	151	74.8	51	25.2
Utilities/Transportation/Highways	80	81.6	18	18.4
Public Welfare/Employment Security	61	63.5	35	36.5
Police/Public Safety/Law Enforcement	87	90.6	9	9.4
Fire Protection	8	100.0	0	0.0
Natural Resources/Environmental Conservation/Agriculture	126	80.8	30	19.2
Health	73	62.9	43	37.1
Economic Development/Housing	54	76.1	17	23.9
Corrections	68	76.4	21	23.6
Labor/Human Resources	54	62.1	33	37.9
Education	25	73.5	9	26.5
Civil/Human Rights	9	33.3	18	66.7
Other ³	127	77.4	37	22.6

¹ Selection of functions is based on the functional categories used by the U.S. Equal Employment Opportunity Commission, the Council of State Governments and Nelson C. Dometrus, "Minorities and Women Among State Agency Leaders." *Social Science Quarterly*, 1984, pp. 127-137.

² Total includes one male from an "other" racial/ethnicity category, which was excluded from the functional analysis.

³ Other includes such functions as Arts Council, Consumer Affairs, Election Administration, Horse Racing, Gaming and State Fair.

Top Advisors in Governors' Offices by Gender and Title/Position, 1999

Title/Position	Male		Female	
	#	%	#	%
Total Appointees	330	61.1	210	38.9
Chief of Staff	59	69.4	26	30.6
Executive Assistant	38	63.3	22	36.7
Government Liaison	25	58.1	18	41.9
Legal Advisor	35	64.8	19	35.2
Policy/Budget Director	58	64.4	32	35.6
Press Secretary	31	63.3	18	36.7
Program/Operations Director	57	57.6	42	42.4
Other ¹	27	45.0	33	55.0

¹ Other includes executive chamber titles identified as policy making such as speech writer, systems administrator, appointments secretary, security director, and director of research.

Although women's percentage of top advisor jobs declined between 1998 and 1999, women now hold at least 31% of positions in every advisory title. Women serve governors most frequently as program or operations director (42.4%), government liaison (41.9%), executive assistant with policy advising responsibilities (36.7%), press secretary (36.7%), policy or budget director (35.6%), and chief of staff (30.6%).

African Americans, Latinos, and American Indians/Native Alaskans are appointed to serve as heads of civil or human rights commissions much more often than any other agency leadership position. For instance, there are 20.9 points between the percentage of African Americans who direct civil rights commissions and corrections agencies. African-American and Latino appointees also head corrections agencies (12.4% and 5.6% respectively) and welfare and employment security departments (11.5% and 5.2% respectively).

People of color are dramatically underrepresented as top-ranking policy advisors in governors' offices nationally. African Americans hold 6.5% of top advisor positions; Latinos, 2.4%; Asian Americans, 2.0%; Native Americans/Alaskan Natives, .7%.

Top Advisors in Governors' Offices by Race/Ethnicity and Title Position, 1999¹

Title/Position	% White	% African American	% Latino/a	% Asian American	% American Indian
Total Appointees	88.3	6.5	2.4	2.0	0.7
Chief of Staff	91.8	4.7	1.2	1.2	1.2
Executive Assistant	80.0	6.7	1.7	11.7	0.0
Government Liaison	95.3	4.7	0.0	0.0	0.0
Legal Advisor	90.7	9.3	0.0	0.0	0.0
Policy/Budget Director	92.2	4.4	1.1	1.1	1.1
Press Secretary	93.9	2.0	2.0	2.0	0.0
Program/Operations Director	81.8	12.1	5.1	0.0	1.0
Other ²	85.0	5.0	6.7	1.7	1.7

¹ Numbers are low in most cases.

² Other includes executive chamber titles identified as policy making such as speech writer, systems administrator, appointments secretary, security director, and director of research.

Department Heads by Race/Ethnicity and Selected Function, 1999¹

Functions²	% White	% African American	% Latino/a	% Asian American	% American Indian
Total Appointees³	87.1	6.8	3.8	1.6	0.6
Budget/Finance/Administration	91.6	2.5	3.0	3.0	0.0
Utilities/Transportation/Highways	85.7	6.1	5.1	2.0	1.0
Public Welfare/Employment Security	83.3	11.5	5.2	0.0	0.0
Police/Public Safety/Law Enforcement	87.5	7.3	2.1	3.1	0.0
Fire Protection	100.0	0.0	0.0	0.0	0.0
Natural Resources/Environmental Conservation/Agriculture	96.2	1.3	0.0	2.6	0.0
Health	86.1	7.0	7.0	0.0	0.0
Economic Development/Housing	87.3	7.0	4.2	1.4	0.0
Corrections	80.9	12.4	5.6	0.0	1.1
Labor/Human Resources	81.6	10.3	4.6	3.4	0.0
Education	88.2	8.8	2.9	0.0	0.0
Civil/Human Rights	33.3	33.3	18.5	0.0	14.8
Other ⁴	91.5	5.5	1.8	0.6	0.6

¹ Numbers are low in most cases.

² Selection of functions is based on the functional categories used by the U.S. Equal Employment Opportunity Commission, the Council of State Governments and Nelson C. Dometrius, "Minorities and Women Among State Agency Leaders." *Social Science Quarterly*, 1984, pp. 127-137.

³ Total includes one male from an "other" racial/ethnicity category, which was excluded from the functional analysis.

⁴ Other includes such functions as Arts Council, Consumer Affairs, Election Administration, Horse Racing, Gaming and State Fair.



Elections and Appointments

New Governors Appoint 15% Fewer Women to Top Leadership Positions

Women appointees overall did not fare well in the administrations of the 13 governors — seven Republicans, five Democrats, one Reform — first elected in 1998.¹ In the states with first-term governors, 25 fewer women served at the highest policy-making levels. This represents a 15% decline in the number of women appointed policy leaders.

New governors appointed 35 fewer white women and four fewer Asian American women to top-ranking positions. On the other hand, African American women gained six more posts than in previous administrations. New Democratic governors (n=5) selected 14 African American women as policy leaders; new Republican governors (n=7) appointed five African American women.

In the context of a substantial drop in the number of women overall appointed by governors first elected in 1998, the big winners were Latina women. New governors named 12 Latina women to leadership positions. Democratic and Republican governors each appointed six Latina women to top-ranking posts.

Change in Numbers of Women Policy Leaders in States with New Governors¹

State	Total		White		African American		Latina		Asian American		American Indian	
	1999	1998	1999	1998	1999	1998	1999	1998	1999	1998	1999	1998
Alabama	8	6	4	5	4	1	0	0	0	0	0	0
California	13	21	10	18	0	1	3	1	0	1	0	0
Colorado	8	9	7	8	1	1	0	0	0	0	0	0
Florida	11	9	7	7	1	1	3	1	0	0	0	0
Georgia	9	5	4	3	5	2	0	0	0	0	0	0
Idaho	7	12	6	11	0	0	1	0	0	1	0	0
Illinois	14	15	10	11	2	2	2	1	0	1	0	0
Iowa	23	23	18	22	2	0	3	1	0	0	0	0
Minnesota	12	9	12	8	0	1	0	0	0	0	0	0
Nebraska	7	14	7	13	0	1	0	0	0	0	0	0
Nevada	9	15	8	13	1	1	0	0	0	1	0	0
Ohio	10	11	10	10	0	1	0	0	0	0	0	0
South Carolina	8	15	5	14	3	1	0	0	0	0	0	0
Totals	139	164	108	143	19	13	12	4	0	4	0	0

¹ In 1998, gubernatorial elections were held in 36 states. In four states (Colorado, Florida, Nebraska, Nevada), Republican governors succeeded Democrats. In four states (Alabama, California, Iowa, South Carolina), Democrats replaced Republicans. In Minnesota, party turnover was from Republican to Reform. New governors in four states (Georgia, Idaho, Illinois, Ohio) represented the same party as their predecessors. Incumbent governors won re-election in the remaining 23 states.

Ranking of States

The Representation of Women Appointees

State Data on Women Appointed Policy Leaders

	% Women Policy Leaders	% Women in Population	Rep. Ratio	1999 Ranking	1998 Ranking	1997 Ranking
Alabama	23.5	52.1	0.45	39	46	47
Alaska	26.9	47.3	0.57	26	29	12
Arizona	26.1	50.6	0.52	30	12	24
Arkansas	25.0	51.8	0.48	35	24	42
California	21.7	49.9	0.43	45	25	23
Colorado	29.6	50.5	0.59	22	19	34
Connecticut	18.8	51.5	0.36	48	45	45
Delaware	30.0	51.5	0.58	24	32	25
Florida	42.3	51.6	0.82	4	13	46
Georgia	32.1	51.5	0.62	19	48	48
Hawaii	32.0	49.2	0.65	16	20	28
Idaho	23.3	50.2	0.46	37	5	8
Illinois	23.0	51.4	0.45	40	36	32
Indiana	27.4	51.5	0.53	29	26	26
Iowa	39.0	51.6	0.76	9	15	16
Kansas	32.4	51.0	0.64	18	34	37
Kentucky	37.8	51.6	0.73	10	8	31
Louisiana	21.7	51.9	0.42	47	44	38
Maine	30.4	51.3	0.59	21	33	22
Maryland	34.1	51.5	0.66	14	17	10
Massachusetts	41.2	52.0	0.79	5	6	17
Michigan	43.3	51.5	0.84	3	11	30
Minnesota	38.7	51.0	0.76	8	27	15
Mississippi	17.4	52.2	0.33	49	31	19
Missouri	21.7	51.8	0.42	41	41	14
Montana	38.5	50.5	0.76	6	10	5
Nebraska	21.9	51.3	0.43	46	9	18
Nevada	30.0	49.1	0.61	20	2	1
New Hampshire	25.9	51.0	0.51	31	21	3
New Jersey	39.3	51.7	0.76	7	14	6
New Mexico	33.3	50.8	0.66	15	37	29
New York ¹	25.4	52.0	0.49	34	-	40
North Carolina	37.1	51.5	0.72	11	4	4
North Dakota	24.1	50.2	0.48	36	39	27
Ohio	22.7	51.8	0.44	43	40	43
Oklahoma	14.3	51.3	0.28	50	49	50
Oregon	42.9	50.8	0.84	2	3	9
Pennsylvania	30.4	52.1	0.58	23	23	33
Rhode Island	26.1	52.0	0.50	33	35	39
South Carolina	23.5	51.6	0.46	38	18	44
South Dakota	27.3	50.8	0.54	27	7	11
Tennessee	36.4	51.8	0.70	12	22	21
Texas	25.8	50.7	0.51	32	38	36
Utah	29.0	50.3	0.58	25	30	35
Vermont	50.0	51.0	0.98	1	1	2
Virginia	22.2	51.0	0.44	44	42	7
Washington	32.1	50.4	0.64	17	28	13
West Virginia	23.1	52.0	0.44	42	47	49
Wisconsin	34.9	51.1	0.68	13	16	20
Wyoming	26.7	50.0	0.53	28	43	41

The representativeness ratio (rep. ratio) is calculated by dividing the percentage of policy leader positions to which women are appointed by the percentage of women in the state's population. A representativeness ratio of less than 1.0 reflects the degree to which women are underrepresented in top policy positions.

¹ Data not available for 1998.



Ranking of States

The Representation of African-American Appointees

State Data on African-American Appointed Policy Leaders, 1997-1999¹

State	Total Appointees	# African-Amer. Policy Leaders	% African-Amer. Policy Leaders	% African-Amer. In Population	Rep. Ratio	1999 Ranking	1998 Ranking	1997 Ranking
Alabama	34	8	23.5	25.2	0.93	13	37	-
Alaska	26	-	-	4.1	-	-	-	-
Arizona	46	-	-	3.0	-	-	-	9
Arkansas	16	0	0.0	15.9	0.00	37	23	30
California	60	2	3.3	7.4	0.45	27	33	28
Colorado	27	1	3.7	4.0	0.92	14	8	10
Connecticut	32	2	6.3	8.3	0.75	18	21	14
Delaware	30	4	13.3	16.8	0.79	16	26	35
Florida	26	2	7.7	13.5	0.57	24	14	27
Georgia	28	8	28.6	26.9	1.06	10	30	29
Hawaii	25	-	-	2.4	-	-	-	-
Idaho	30	-	-	0.3	-	-	-	-
Illinois	61	4	6.6	14.8	0.44	28	22	22
Indiana	62	7	11.3	7.8	1.45	8	11	7
Iowa	59	3	5.1	1.7	2.94	3	16	6
Kansas	34	2	5.9	5.8	1.02	11	6	11
Kentucky	37	3	8.1	7.1	1.14	9	7	3
Louisiana	23	2	8.7	30.7	0.28	33	35	34
Maine	23	-	-	0.4	-	-	-	-
Maryland	44	10	22.7	24.8	0.92	15	19	16
Massachusetts	34	1	2.9	5.0	0.59	22	27	18
Michigan	30	1	3.3	13.9	0.24	35	24	25
Minnesota	31	0	0.0	2.2	0.00	36	2	19
Mississippi	23	2	8.7	35.5	0.24	34	36	33
Missouri	26	1	3.8	10.7	0.36	31	34	-
Montana	26	-	-	0.3	-	-	-	-
Nebraska	32	2	6.3	3.6	1.72	7	13	12
Nevada	30	1	3.3	6.5	0.51	25	31	31
New Hampshire	27	-	-	0.6	-	-	-	-
New Jersey	56	3	5.4	13.3	0.40	30	20	20
New Mexico	33	-	-	2.0	-	-	-	-
New York ²	63	3	4.8	15.6	0.30	32	-	36
North Carolina	35	5	14.3	21.9	0.65	20	25	23
North Dakota	29	-	-	0.6	-	-	-	-
Ohio	44	2	4.5	10.6	0.43	29	12	13
Oklahoma	28	2	7.1	7.4	0.96	12	15	15
Oregon	42	2	4.8	1.6	2.94	4	1	1
Pennsylvania	56	3	5.4	9.2	0.58	23	29	26
Rhode Island	23	3	13.0	3.9	3.37	1	5	5
South Carolina	34	5	14.7	29.8	0.49	26	32	32
South Dakota	22	-	-	0.5	-	-	-	-
Tennessee	33	4	12.1	15.9	0.76	19	18	24
Texas	97	9	9.3	11.9	0.78	17	17	17
Utah	31	-	-	0.7	-	-	-	-
Vermont	22	-	-	0.3	-	-	-	-
Virginia	18	2	11.1	18.8	0.59	21	28	21
Washington	53	5	9.4	3.1	3.07	2	3	2
West Virginia	13	1	7.7	3.1	2.45	5	4	4
Wisconsin	43	4	9.3	5.0	1.86	6	10	8
Wyoming	30	-	-	0.8	-	-	-	-

¹ States with no African-American appointed policy makers are not ranked.

² Data not available for 1998.

Ranking of States

The Representation of Hispanic, Asian-American and American Indian/Native Alaskan Appointees

State Data on Hispanic Appointed Policy Leaders, 1997-1999¹

State	Total Appointees #	Policy Leaders #	Policy Leaders %	In Population %	Rep. Ratio 1999	Rep. Ratio 1998	Rep. Ratio 1997
Arizona	46	5	10.9	18.7	0.58	0.61	0.77
California	60	9	15.0	25.6	0.59	0.21	0.27
Colorado	27	1	3.7	12.8	0.29	0.80	0.73
Connecticut	32	2	6.3	6.5	0.97	0.46	0.50
Florida	26	4	15.4	12.1	1.27	0.31	-
Hawaii	25	0	0.0	7.1	-	-	-
Idaho	30	1	3.3	5.3	0.63	-	-
Illinois	61	3	4.9	7.9	0.62	0.42	0.41
Nevada	30	2	6.7	10.3	0.65	0.57	0.55
New Jersey	56	3	5.4	9.5	0.56	0.52	0.41
New Mexico	33	11	33.3	38.1	0.88	0.72	0.85
New York ²	63	4	6.3	12.1	0.52	-	0.25
Texas	97	3	3.1	25.5	0.12	0.18	0.22
Wyoming	30	1	3.3	5.7	0.59	0.67	0.64

¹ Only states with Hispanic populations of at least 5% are reported.

² Data not provided for 1998.

State Data on Asian-American/ Pacific Islander Appointed Policy Leaders, 1997-1999¹

State	Total Appointees #	Policy Leaders #	Policy Leaders %	In Population %	Rep. Ratio 1999	Rep. Ratio 1998	Rep. Ratio 1997
California	60	2	3.3	9.5	0.35	0.14	0.28
Hawaii	25	19	76.0	59.8	1.27	1.36	1.43

¹ Only states with Asian-American/Pacific Islander populations of at least 5% are reported.

State Data on American Indian/ Native Alaskan Appointed Policy Leaders, 1997-1999¹

State	Total Appointees #	Policy Leaders #	Policy Leaders %	In Population %	Rep. Ratio 1999	Rep. Ratio 1998	Rep. Ratio 1997
Alaska	26	0	0.0	15.5	-	0.72	0.92
Arizona	46	1	2.2	5.5	0.40	0.42	0.43
Montana	26	1	3.8	6.0	0.64	0.63	0.62
New Mexico	33	0	0.0	8.8	-	0.34	-
Oklahoma	28	3	10.7	8.0	1.34	1.34	1.29
South Dakota	22	1	4.5	7.3	0.62	1.25	0.59

¹ Only states with American Indian/Native Alaskan populations of at least 5% are reported.



Women and Men Appointed Policy Leaders by Race, Ethnicity and Region, 1999

State	# OF WOMEN					# OF MEN				
	White	African American	Latino/a	Asian American	Amer. Indian	White	African American	Latino/a	Asian American	Amer. Indian
U.S. Totals	445	50	25	10	1	1116	70	35	21	10
New England	48	3	0	0	0	103	3	3	1	0
Connecticut	5	1	0	0	0	22	1	2	1	0
Maine	7	0	0	0	0	16	0	0	0	0
Massachusetts	13	1	0	0	0	19	0	1	0	0
New Hampshire	7	0	0	0	0	20	0	0	0	0
Rhode Island	5	1	0	0	0	15	2	0	0	0
Vermont	11	0	0	0	0	11	0	0	0	0
Mid-Atlantic	64	8	6	1	0	151	15	4	0	0
Delaware	6	3	0	0	0	20	1	0	0	0
Maryland	10	4	0	1	0	22	6	1	0	0
New Jersey	19	1	2	0	0	31	2	1	0	0
New York	14	0	2	0	0	42	3	2	0	0
Pennsylvania	15	0	2	0	0	36	3	0	0	0
Great Lakes	59	7	2	1	0	159	11	1	0	0
Illinois	10	2	2	0	0	44	2	1	0	0
Indiana	14	2	0	1	0	40	5	0	0	0
Michigan	13	0	0	0	0	16	1	0	0	0
Ohio	10	0	0	0	0	32	2	0	0	0
Wisconsin	12	3	0	0	0	27	1	0	0	0
Southeast	68	24	3	0	0	204	18	1	0	1
Alabama	4	4	0	0	0	22	4	0	0	0
Arkansas	4	0	0	0	0	12	0	0	0	0
Florida	7	1	3	0	0	12	1	1	0	0
Georgia	4	5	0	0	0	16	3	0	0	0
Kentucky	12	2	0	0	0	22	1	0	0	0
Louisiana	3	2	0	0	0	18	0	0	0	0
Mississippi	3	1	0	0	0	18	1	0	0	0
North Carolina	10	3	0	0	0	19	2	0	0	1
South Carolina	5	3	0	0	0	24	2	0	0	0
Tennessee	9	3	0	0	0	20	1	0	0	0
Virginia	4	0	0	0	0	12	2	0	0	0
West Virginia	3	0	0	0	0	9	1	0	0	0
Southwest	45	1	6	0	0	124	11	13	0	4
Arizona	11	0	1	0	0	28	1	4	0	1
New Mexico	7	0	4	0	0	15	0	7	0	0
Oklahoma	4	0	0	0	0	19	2	0	0	3
Texas	23	1	1	0	0	62	8	2	0	0
Plains	63	4	3	0	1	153	4	1	0	1
Iowa	18	2	3	0	0	35	1	0	0	0
Kansas	10	1	0	0	0	22	1	0	0	0
Minnesota	12	0	0	0	0	19	0	0	0	0
Missouri	4	1	0	0	0	18	0	0	0	0
Nebraska	7	0	0	0	0	22	2	1	0	0
North Dakota	6	0	0	0	1	22	0	0	0	0
South Dakota	6	0	0	0	0	15	0	0	0	1
Rocky Mountain	38	1	1	2	0	96	0	3	1	2
Colorado	7	1	0	0	0	18	0	1	0	0
Idaho	6	0	1	0	0	22	0	0	1	0
Montana	10	0	0	0	0	15	0	0	0	1
Utah	7	0	0	2	0	21	0	1	0	0
Wyoming	8	0	0	0	0	20	0	1	0	1
Far West	60	2	4	6	0	126	8	9	19	2
Alaska	7	0	0	0	0	19	0	0	0	0
California	10	0	3	0	0	36	2	6	2	1
Hawaii	4	0	0	4	0	2	0	0	15	0
Nevada	8	1	0	0	0	19	0	2	0	0
Oregon	17	0	1	0	0	21	2	1	0	0
Washington	14	1	0	2	0	29	4	0	2	1

About the Center

Founded in 1978, the Center for Women in Government is part of the Graduate School of Public Affairs, Rockefeller College of Public Affairs and Policy, University at Albany, State University of New York. Through research, teaching, training, networking, and public education, the Center works to:

- strengthen women's public policy leadership;
- broaden access of women and youth to public policy knowledge, skills, and influence;
- advance equity for women in the workplace;
- facilitate collaboration between the voluntary sector, University, government, and business.

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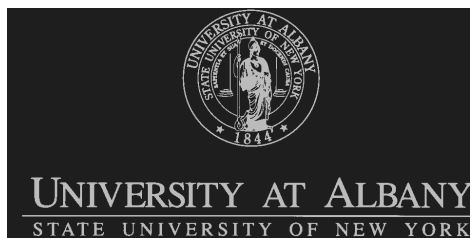
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