

GAO

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U.S. COMMISSION ON CIVIL RIGHTS

Demographics and Occupations of State Advisory Committee Members



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Introduction

The following presents an analysis of information on the members of the 51 state advisory committees of the U.S. Commission on Civil Rights (Commission). These state advisory committees exist to provide information on state and local civil rights issues to the Commission. This analysis contains information on state and advisory committee member demographics and the members' occupations. Information on the members was obtained from the Commission from the most recent charter for each advisory committee at the time of our analysis. We obtained our state demographic information from U.S. census data except for data on religion and politics. Religion data was obtained from *The American Religious Identification Survey 2001*.¹ The political data was obtained from *The 2004 Political Landscape* by the Pew Research Center for the People and the Press. We are providing this information so that readers may see how the advisory committees' membership reflects various criteria. For more detailed information on the old and new membership criteria, please see our report entitled *U. S. Commission on Civil Rights: The Commission Should Strengthen Its Quality Assurance Policies and Make Better Use of Its State Advisory Committees (GAO-06-343)*. We gathered the information and conducted our analysis between April 2005 and March 2006. A more detailed discussion of our scope and methodology can be found in our report. We conducted our work in accordance with generally accepted government auditing standards.

¹ This survey was conducted by ICR/CENTRIS Survey Research Group of Media, Pennsylvania.

GAO Analysis of the Membership of the State Advisory Committees of the U.S. Commission on Civil Rights

Table 1: Alabama

State demographics	State advisory committees demographics	State advisory committees members' occupations
Alabama		
Race	Race	Professor of psychology
70.3 - White	38.5% - 5 - White	Registered nurse
25.9 - Black	38.5% - 5 - Black	Executive Director, Mobile Independent Living Center
1.7 - Hispanic/Latino	7.7% - 1 - Hispanic/Latino	Director of Information, Edmondite Missions
0.5 - American Indian	7.7% - 1 - American Indian	Attorney-at-law
0.7 - Asian	7.7% - 1 - Asian	Associate Professor of Management, University of Alabama
0.1 - Other	0% - 0 - Other	Assistant Professor of Political Science, Jacksonville State University
Age	Age	Minister/city councilman
56.4% - Under 40	15.4% - 2 - Under 40)	Architectural engineer
26.3% - 40-59	76.9% - 10 - 40-59	Assistant professor of social work
17.3% - 60 and over	7.7% - 1 - 60 and over	Homemaker
Sex	Sex	Liaison/translator
48.3 - Male	46.2% - 6 - Male	Writer
51.7 - Female	53.8% - 7 - Female	
Disability	Disability	
23.2 - Disabled	30.8% - 4 - Disabled	
Religion	Religion	
6.6 - Catholic	15.4% - 2 - Catholic	
83.6 - Protestant	76.9% - 10 - Protestant	
0.2 - Jewish	7.7% - 1 - Jewish	
9.6 - Other	0% - 0 - Other	
Political	Political	
34 - Democrat	38.5% - 5 - Democrat	
36 - Republican	38.5% - 5 - Republican	
30 - Other	23.1% - 3 - Independent/Other	

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Table 2: Alaska

State demographics	State advisory committees demographics	State advisory committees members' occupations
Alaska		
Race	Race	
67.6 - White	25.0% - 3 - White	Attorneys-at-law - 4 members
3.4 - Black	8.3% - 1 - Black	Chairman of the board, native-owned corporation/trustee for university
4.1 - Hispanic/Latino	16.7% - 2 - Hispanic/Latino	Director of purchasing, railroad corp.
15.4 - American Indian	33.3% - 4 - American Indian	Employee concerns program representative
3.9 - Asian	16.7% - 2 - Asian	Executive Director, Social Services Center
0.7 - Other	0% 0 - Other	State representative
Age	Age	President, Yellowknife Construction
62.7 - Under 40	8.3% - 1 - Under 40	Coordinator, religious association
28.8 - 40-59	75.0% - 9 - 40-59	Consultant
8.5 - 60 and over	16.7% - 2 - 60 and over	Executive Director of a resource council
Sex	Sex	
51.7 - Male	50.0% - 6 - Male	
48.3 - Female	50.0% - 6 - Female	
Disability	Disability	
14.9 - Disabled	8.3% - 1 - Disabled	
Religion	Religion	
- Catholic	50.0% - 6 - Catholic	
- Protestant	8.3% - 1 - Protestant	
- Jewish	8.3% - 1 - Jewish	
- Other	33.3% - 4 - Other	
Political	Political	
- Democrat	33.3% - 4 - Democrat	
- Republican	33.3% - 4 - Republican	
- Other	33.3% - 4 - Independent/Other	

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Table 3: Arizona

State demographics	State advisory committees demographics	State advisory committees members' occupations
Arizona		
Race	Race	Executive Director, Metropolitan Education Commission
63.8 - White	38.5% - 5 - White	Attorneys-at-law (2)
2.9 - Black	0% - 0 - Black	School administrator
25.3 - Hispanic/Latino	30.8% - 4 - Hispanic/Latino	Equal Opportunity Specialist, Public Schools
4.5 - American Indian	15.4% - 2 - American Indian	School principal
1.7 - Asian	7.7% - 1 - Asian	Senior university admissions counselor
0.3 - Other	0% - 0 - Other	Programs Manager, Development Council
Age	Age	Vice president, minority organization/member Governor Advisory Council
58.8 - Under 40	7.7% - 1 - Under 40	Project Director, Organization for Immigrant Rights
24.2 - 40-59	84.6% - 11 - 40-59	Associated professor of special education
17.0 - 60 and over	7.7% - 1 - 60 and over	Head Start Director
Sex	Sex	Director, Indian Support Programs, public schools
49.9 - Male	53.8% - 7 - Male	
50.1 - Female	46.2% - 6 - Female	
Disability	Disability	
19.3 - Disabled	23.1% - 3 - Disabled	
Religion	Religion	
30.0 - Catholic	38.5% - 5 - Catholic	
45.2 - Protestant	23.1% - 3 - Protestant	
1.6 - Jewish	0% - 0 - Jewish	
23.2 - Other	38.5% - 5 - Other	
Political	Political	
31 - Democrat	46.2% - 6 - Democrat	
41 - Republican	15.4% - 2 - Republican	
28 - Other	38.5% - 5 - Independent/Other	

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Table 4: Arkansas

State demographics	State advisory committees demographics	State advisory committees members' occupations
Arkansas		
Race	Race	Manager, county republican party
78.6 - White	27.3% - 3 - White	Rabbi
15.6 - Black	45.4% - 5 - Black	Student relations coordinator for public school district
3.2 - Hispanic/Latino	27.3% - 3 - Hispanic/Latino	College dean of developmental studies
0.6 - American Indian	0% - 0 - American Indian	Health administrator & president for medical company
0.7 - Asian	0% - 0 - Asian	Vice president for programs for foundation
0.2 - Other	0% - 0 - Other	City mayor
Age	Age	Attorney-at-law (2)
55.9 - Under 40	18.2% - 2 - Under 40	Director of language programs for minority students, State department of education
25.7 - 40-59	72.7% - 8 - 40-59	Assistant attorney general in state government
18.4 - 60 and over	9.1% - 1 - 60 and over	
Sex	Sex	
48.8 - Male	63.6% - 7 - Male	
51.2 - Female	36.4% - 4 - Female	
Disability	Disability	
23.6 - Disabled	9.1% - 1 - Disabled	
Religion	Religion	
6.5 - Catholic	18.2% - 2 - Catholic	
75.5 - Protestant	63.6% - 7 - Protestant	
0.1 - Jewish	9.1% - 1 - Jewish	
17.9 - Other	9.1% - 1 - Other	
Political	Political	
34 - Democrat	36.4% - 4 - Democrat	
31 - Republican	36.4% - 4 - Republican	
35 - Other	27.3% - 3 - Independent/Other	

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Table 5: California

State demographics	State advisory committees demographics	State advisory committees members' occupations
California		
Race	Race	Department chairman at state university
46.7 - White	30.8% - 8 - White	Professor and department chair at university
6.4 - Black	26.9% - 7 - Black	Attorney-at-law (7)
32.4 - Hispanic/Latino	23.1% - 6 - Hispanic/Latino	Public administrator for state government
0.5 - American Indian	7.7% - 2 - American Indian	Paralegal assistant/history professor
10.8 - Asian	11.5% - 3 - Asian	Manager, Human Rights Office
0.5 - Other	0% - 0 - Other	Training Officer, City of Los Angeles
Age	Age	Former superior court judge
61.0 - Under 40	38.5% - 10 - Under 40	Captain in Navy Nursing Corps
25.0 - 40-59	53.8% - 14 - 40-59	Superior court judge
14.0 - 60 and over	7.7% - 2 - 60 and over	Security manager, American Indian Movement
Sex	Sex	Teacher
49.8 - Male	61.5% - 16 - Male	Director, USC Center for Economic Development
50.2 - Female	38.5% - 10 - Female	Medical claims adjuster
Disability	Disability	Graduate student in film making
19.2 - Disabled	19.2% - 5 - Disabled	President of education association and professor
Religion	Religion	Marketing and public relations consultant
32.0 - Catholic	34.6% - 9 - Catholic	Assistant U.S. Attorney for state district
39.4 - Protestant	15.4% - 4 - Protestant	Former teacher and community volunteer
2.9 - Jewish	0% - 0 - Jewish	
25.7 - Other	50.0% - 13 - Other	
Political	Political	
38 - Democrat	57.7% - 15 - Democrat	
33 - Republican	26.9% - 7 - Republican	
29 - Other	15.4% - 4 - Independent/Other	

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Table 6: Colorado

State demographics	State advisory committees demographics	State advisory committees members' occupations
Colorado		
Race	Race	
74.5 - White	15.4% - 2 - White	Trustee, University of Denver/Chairman, Board of Environmental Health
3.7 - Black	23.1% - 3 - Black	Former vice president at a state college
17.1 - Hispanic/Latino	38.5% - 5 - Hispanic/Latino	Former professor of Hispanic studies
0.7 - American Indian	15.4% - 2 - American Indian	Attorney-at-law (2)
2.2 - Asian	7.7% - 1 - Asian	Professor of English at a state college
0.1 - Other	0% - Other	Professor of Educational at a university
Age	Age	Former federal civil service employee
59.5 - Under 40	15.4% - 2 - Under 40	College director of Native American center
27.4 - 40-59	38.5% - 5 - 40-59	College student
13.0 - 60 and over	46.2% - 6 - 60 and over	Vice President for Programs, Pikes Peak Urban League
Sex	Sex	Educator/tutor
50.4 - Male	61.5% - 8 - Male	Former state legislator
49.6 - Female	38.5% - 5 - Female	
Disability	Disability	
16.3 - Disabled	7.7% - 1 - Disabled	
Religion	Religion	
23.0 - Catholic	30.8% - 4 - Catholic	
48.4 - Protestant	53.8% - 7 - Protestant	
1.7 - Jewish	0% - 0 - Jewish	
26.9 - Other	15.4% - 2 - Other	
Political	Political	
26 - Democrat	30.8% - 4 - Democrat	
34 - Republican	30.8% - 4 - Republican	
40 - Other	38.5% - 5 - Independent/Other	

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Table 7: Connecticut

State demographics	State advisory committees demographics	State advisory committees members' occupations
Connecticut		
Race	Race	Executive director, charity organization
77.5 - White	46.2% - 6 - White	New Haven Planning Commissioner
8.7 - Black	23.1% - 3 - Black	Vice Chairperson, Connecticut Civil Liberties Union
9.4 - Hispanic/Latino	15.4% - 2 - Hispanic/Latino	Education consultant
0.2 - American Indian	7.7% - 1 - American Indian	Executive director, consulting company
2.4 - Asian	7.7% - 1 - Asian	Former investment manager
0.2 - Other	0% - Other	Attorney-at-law
Age	Age	Executive Director, state organization
54.5 - Under 40	15.4% - 2 - Under 40	Former police officer/chairman of community organization
27.8 - 40-59	53.8% - 7 - 40-59	Legislative analyst, Latino & Puerto Rican Affairs Commission
17.7 - 60 and over	30.8% - 4 - 60 and over	Director, Asian American Cultural Center
Sex	Sex	Indian Affairs Coordinator, Department of Environmental Protection
48.4 - Male	53.8% - 7 - Male	President and CEO of a family services organization
51.6 - Female	46.2% - 6 - Female	
Disability	Disability	
17.5 - Disabled	0% - 0 - Disabled	
Religion	Religion	
45.5 - Catholic	23.1% - 3 - Catholic	
32.0 - Protestant	38.5% - 5 - Protestant	
3.2 - Jewish	30.8% - 4 - Jewish	
19.3 - Other	7.7% - 1 - Other	
Political	Political	
32 - Democrat	30.8% - 4 - Democrat	
24 - Republican	30.8% - 4 - Republican	
44 - Other	38.5% - 5 - Independent/Other	

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Table 8: Delaware

State demographics	State advisory committees demographics	State advisory committees members' occupations
Delaware		
Race	Race	Professor of Black American studies
72.5 - White	23.1% - 3 - White	President & CEO, Wilmington Urban League
18.9 - Black	53.8% - 7 - Black	Former employee of Delaware Department of Labor
4.8 - Hispanic/Latino	15.4% - 2 - Hispanic/Latino	Educator & president of consulting firm
0.3 - American Indian	0% - 0 - American Indian	Attorney-at-law (2)
2.1 - Asian	7.7% - 1 - Asian	Senior research chemist
0.1 - Other	0% - Other	Dental assistant & Office manager
Age	Age	Special advocate, Family Court
56.6 - Under 40	15.4% - 2 - Under 40	CPA/regional vice president of financial company
26.3 - 40-59	46.2% - 6 - 40-59	Deputy Attorney General in Delaware Justice Department
17.1 - 60 and over	38.5% - 5 - 60 and over	Senior paralegal for legal aid society
Sex	Sex	Public Relations Manager
48.6 - Male	46.2% - 6 - Male	
51.4 - Female	53.8% - 7 - Female	
Disability	Disability	
18.4 - Disabled	15.4% - 2 - Disabled	
Religion	Religion	
9.0 - Catholic	7.7% - 1 - Catholic	
67.5 - Protestant	61.5% - 8 - Protestant	
1.7 - Jewish	7.7% - 1 - Jewish	
21.8 - Other	23.1% - 3 - Other	
Political	Political	
32 - Democrat	38.5% - 5 - Democrat	
30 - Republican	30.8% - 4 - Republican	
38 - Other	30.8% - 4 - Independent/Other	

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Table 9: District of Columbia

State demographics	State advisory committees demographics	State advisory committees members' occupations
D.C.		
Race	Race	Senior pastor
27.8 - White	35.7% - 5 - White	Attorneys-at-law(3)
59.4 - Black	42.9% - 6 - Black	Writer/teacher
7.9 - Hispanic/Latino	14.3% - 2 - Hispanic/Latino	Former chair of District of Columbia Republican Committee
0.2 - American Indian	0% - 0 - American Indian	Chief of staff for charitable organization
2.6 - Asian	7.1% - 1 - Asian	Self-employed investigator
0.3 - Other	0% - Other	Employee relations manager for defense institution
Age	Age	President of research organization
58.6 - Under 40	14.3% - 2 - Under 40	Fair housing and management consultant
25.3 - 40-59	64.3% - 9 - 40-59	Staff member for local councilman
16.1 - 60 and over	21.4% - 3 - 60 and over	Vice president for a minority development council
Sex	Sex	Vice president of bank
47.1 - Male	64.3% - 9 - Male	Elected advisor neighborhood commissioner
52.9 - Female	35.7% - 5 - Female	
Disability	Disability	
21.9 - Disabled	7.1% - 1 - Disabled	
Religion	Religion	
27.0 - Catholic	7.1% - 1 - Catholic	
43.0 - Protestant	35.7% - 5 - Protestant	
1.0 - Jewish	21.4% - 3 - Jewish	
28.0 - Other	35.7% - 5 - Other	
Political	Political	
70 - Democrat	57.1% - 8 - Democrat	
15 - Republican	28.6% - 4 - Republican	
15 - Other	14.3% - 2 - Independent/Other	

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Table 10: Florida

State demographics	State advisory committees demographics	State advisory committees members' occupations
Florida		
Race	Race	Librarian
65.4 - White	36.8% - 7 - White	Director of resident services at a community association
14.2 - Black	21.1% - 4 - Black	Attorneys-at-law (3)
16.8 - Hispanic/Latino	21.1% - 4 - Hispanic/Latino	Executive director, nonprofit trade organization
0.3 - American Indian	0% - 0 - American Indian	Scientist and director at NOAA
1.6 - Asian	5.3% - 1 - Asian	Professor of law and economics
0.2 - Other	15.8% - 3 - Other	Vice President of community college
Age	Age	District Director, Small Business Administration
52.1 - Under 40	21.1% - 4 - Under 40	Executive Director, Drug Abuse Center
25.7 - 40-59	63.2% - 12 - 40-59	General contractor, construction company
22.2 - 60 and over	15.8% - 3 - 60 and over	Director of equal opportunity, county government
Sex	Sex	President of university
48.8 - Male	63.2% - 12 - Male	Acting Deputy Director, county recreation department
51.2 - Female	36.8% - 7 - Female	Director of Development of a social services organization/doctoral candidate
Disability	Disability	Doctoral student in economics
22.2 - Disabled	31.6 - 6 - Disabled	Director of an association
Religion	Religion	Deputy District Director, Small Business Administration
26.0 - Catholic	21.1% - 4 - Catholic	
53.6 - Protestant	47.4% - 9 - Protestant	
3.9 - Jewish	5.3% - 1 - Jewish	
16.5 - Other	26.3% - 5 - Other	
Political	Political	
36 - Democrat	47.4% - 9 - Democrat	
37 - Republican	31.6% - 6 - Republican	
27 - Other	21.1% - 4 - Independent/Other	

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Table 11: Georgia

State demographics	State advisory committees demographics	State advisory committees members' occupations
Georgia		
Race	Race	Media specialist for high school
62.6 - White	30.8% - 4 - White	Executive director of social services organization
28.5 - Black	38.5% - 5 - Black	Executive director, disability organization
5.3 - Hispanic/Latino	7.7% - 1 - Hispanic/Latino	Professor of political science
0.2 - American Indian	7.7% - 1 - American Indian	Doctor
2.1 - Asian	15.4% - 2 - Asian	Public defender
0.1 - Other	0% - 0 - Other	Pastor
Age	Age	Assistant vice president for bank
61.1- Under 40	38.5% - 5 - Under 40	Assistant warden, correctional institution
25.8 - 40-59	53.8% - 7 - 40-59	President real estate group
13.1 - 60 and over	7.7% - 1 - 60 and over	Assistant district attorney for county
Sex	Sex	Attorneys-at-law (2)
49.2 - Male	61.5% - 8 - Male	
50.8 - Female	38.5% - 5 - Female	
Disability	Disability	
19.7 - Disabled	23.1% - 3 - Disabled	
Religion	Religion	
8.9 - Catholic	23.1% - 3 - Catholic	
74.2 - Protestant	53.8% - 7 - Protestant	
1.1 - Jewish	7.7% - 1 - Jewish	
15.8 - Other	15.4% - 2 - Other	
Political	Political	
36 - Democrat	46.2% - 6 - Democrat	
34 - Republican	15.4% - 2 - Republican	
30 - Other	38.5% - 5 - Independent/Other	

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Table 12: Hawaii

State demographics	State advisory committees demographics	State advisory committees members' occupations
Hawaii		
Race	Race	Enforcement attorney-at-law, state civil rights commission
22.9 - White	0% - 0 - White	Retired educator/community volunteer
1.7 - Black	8.3% - 1 - Black	President, Council for Native Hawaiian Advancement
7.2 - Hispanic/Latino	0% - 0 - Hispanic/Latino	Retired Army colonel/President, NA Kahu Hikina A Ka La/ Member, state women's political caucus
0.2 - American Indian	0% - 0 - American Indian	Producer, Hawaiian cultural programs
40.8 - Asian	41.7% - 5 - Asian	Litigation director, legal corporation
9.2 - Other	50.0% - 6 - Other	President, Mauna Kea Anaina Hou
Age	Age	Trustee, Office of Hawaiian Affairs
55.9 - Under 40	33.3% - 4 - Under 40	Managing Attorney, Legal Aid Society Hawaii
27 - 40-59	25.0% - 3 - 40-59	Director of Government Relations, American Cancer Society
17.1 - 60 and over	41.7% - 5 - 60 and over	Executive Assistant of Office of Hawaiian Affairs
Sex	Sex	
50.2 - Male	58.3% - 7 - Male	
49.8 - Female	41.7% - 5 - Female	
Disability	Disability	
18.4 - Disabled	25.0% - 3 - Disabled	
Religion	Religion	
- Catholic	16.7% - 2 - Catholic	
- Protestant	16.7% - 2 - Protestant	
- Jewish	0% - 0 - Jewish	
- Other	66.7% - 8 - Other	
Political	Political	
- Democrat	41.7% - 5 - Democrat	
- Republican	16.7% - 2 - Republican	
- Other	41.7% - 5 - Independent/Other	

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Table 13: Idaho

State demographics	State advisory committees demographics	State advisory committees members' occupations
Idaho		
Race	Race	Insurance Counselor, Knights of Columbus/minority advisor to the state republican party
88.0 - White	38.5% - 5 - White	Attorney-at-law (2)
0.4 - Black	7.7% - 1 - Black	State coordinator for migrant education, state department of education.
7.9 - Hispanic/Latino	30.8% - 4 - Hispanic/Latino	Owner, vocational rehabilitation consultant firm
1.2 - American Indian	15.4% - 2 - American Indian	Elementary school teacher, Coeur d'Alene reservation
0.9 - Asian	7.7% - 1 - Asian	Governor, Inter-Mountain District Council of the Japanese American Citizens League
0.2 - Other	0% - 0 - Other	Real estate broker/board member, County Task Force on Human Relations
Age	Age	Director, state human rights commission
59.7 - Under 40	15.4% - 2 - Under 40	Education counselor
25.4 - 40-59	38.5% - 5 - 40-59	Former director, state human rights commission
14.9 - 60 and over	46.2% - 6 - 60 and over	Former journalist and elected representative
Sex	Sex	Chief Judge, Kootenai Tribe of Idaho
50.1 - Male	61.5% - 8 - Male	
49.9 - Female	38.5% - 5 - Female	
Disability	Disability	
17.1 - Disabled	30.8% - 4 - Disabled	
Religion	Religion	
15.0 - Catholic	46.2% - 6 - Catholic	
46.2 - Protestant	15.4% - 2 - Protestant	
0.1 - Jewish	7.7% - 1 - Jewish	
38.7 - Other	30.8% - 4 - Other	
Political	Political	
16 - Democrat	38.5% - 5 - Democrat	
49 - Republican	23.1% - 3 - Republican	
35 - Other	38.5% - 5 - Independent/Other	

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Table 14: Illinois

State demographics	State advisory committees demographics	State advisory committees members' occupations
Illinois		
Race	Race	
67.8 - White	37.5% - 6 - White	Director, career services at a university
14.9 - Black	37.5% - 6 - Black	Director, non-profit organization
12.3 - Hispanic/Latino	6.25% - 1 - Hispanic/Latino	Regional Administrator, Women's Bureau, U.S. Department of Labor
0.1 - American Indian	0% - 0 - American Indian	Assistant attorney general, state attorney general's office
3.4 - Asian	12.5% - 2 - Asian	Education consultant
0.1 - Other	6.25% - 1 - Other	Assistant to the City Manager, City of Champaign
Age	Age	Editor of video production
58.5 - Under 40	12.5% - 2 - Under 40	Attorney-at-law (3)
25.7 - 40-59	50.0% - 8 - 40-59	Adjunct university lecturer
15.8 - 60 and over	37.5% - 6 - 60 and over	Former teacher/literacy consultant/community activist
Sex	Sex	Minister
49.0 - Male	50.0% - 8 - Male	Senior Fellow, Chicago Community Trust
51.0 - Female	50.0% - 8 - Female	Writer
Disability	Disability	
17.6 - Disabled	6.25% - 1 - Disabled	
Religion	Religion	
29.0 - Catholic	12.5% - 2 - Catholic	
51.2 - Protestant	62.5% - 10 - Protestant	
2.2 - Jewish	12.5% - 2 - Jewish	
17.6 - Other	12.5% - 2 - Other	
Political	Political	
37 - Democrat	43.75% - 7 - Democrat	
28 - Republican	31.25% - 5 - Republican	
35 - Other	25.0% - 4 - Independent/Other	

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Table 15: Indiana

State demographics	State advisory committees demographics	State advisory committees members' occupations
Indiana		
Race	Race	President & CEO, United Way of St. Joseph County
85.8 - White	42.9% - 6 - White	District director for U.S. congressman
8.3 - Black	50.0% - 7 - Black	Vice president of bank
3.5 - Hispanic/Latino	7.1% - 1 - Hispanic/Latino	High school special education assistant
0.2 - American Indian	0% - 0 - American Indian	Administrative law judge, state supreme court
1.0 - Asian	0% - 0 - Asian	Associate Director, Polis Center, Indiana University/Purdue University
0.1 - Other	0% - 0 - Other	Assistant professor of law & public policy at university
Age	Age	Factory worker, engine plant
57.5 - Under 40	21.4% - 3 - Under 40	Director, Community Action Program
26.2 - 40-59	71.4% - 10 - 40-59	Product Manager, Hartford Financial Group
16.3 - 60 and over	7.1% - 1 - 60 and over	Clinical assistant professor at university
Sex	Sex	Retired elementary school teacher
49.0 - Male	50.0% - 7 - Male	Community health specialist
51.0 - Female	50.0% - 7 - Female	Former Director of Special Projects for state
Disability	Disability	
19.0 - Disabled	14.3% - 2 - Disabled	
Religion	Religion	
20.0 - Catholic	21.4% - 3 - Catholic	
62.0 - Protestant	57.1% - 8 - Protestant	
0.2 - Jewish	14.3% - 2 - Jewish	
17.8 - Other	7.1% - 1 - Other	
Political	Political	
26 - Democrat	42.9% - 6 - Democrat	
37 - Republican	28.6% - 4 - Republican	
37 - Other	28.6% - 4 - Independent/Other	

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Table 16: Iowa

State demographics	State advisory committees demographics	State advisory committees members' occupations
Iowa		
Race	Race	
92.6 - White	41.7% - 5 - White	Assistant to the dean at a state university, college of education
2.1 - Black	25.0% - 3 - Black	Prevention Counselor, National Council on Alcoholism and Other Drug Dependencies
2.8 - Hispanic/Latino	16.7% - 2 - Hispanic/Latino	Professor, college of medicine
0.3 - American Indian	8.3% - 1 - American Indian	Parish priest
1.2 - Asian	8.3% - 1 - Asian	Social concerns facilitator
0.1 - Other	0% - 0 - Other	State representative
Age	Age	Director, Project Teach
55.0 - Under 40	8.3% - 1 - Under 40	Educational administrator at a community college
26.0 - 40-59	66.7% - 8 - 40-59	College instructor and director of the college publication center
19.0 - 60 and over	25.0% - 3 - 60 and over	Community volunteer/child care provider/homemaker
Sex	Sex	Former insurance underwriter
49.1 - Male	41.7% - 5 - Male	
50.0 - Female	58.3% - 7 - Female	
Disability	Disability	
16.6 - Disabled	8.3% - 1 - Disabled	
Religion	Religion	
23.0 - Catholic	33.3% - 4 - Catholic	
62.6 - Protestant	33.3% - 4 - Protestant	
0.2 - Jewish	8.3% - 1 - Jewish	
14.2 - Other	16.7% - 2 - Other	
Political	Political	
27 - Democrat	50.0% - 6 - Democrat	
34 - Republican	33.3% - 4 - Republican	
39 - Other	16.7% - 2 - Independent/Other	

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Table 17: Kansas

State demographics	State advisory committees demographics	State advisory committees members' occupations
Kansas		
Race	Race	Professor of law at a university
83.1 - White	16.7% - 2 - White	Senior Army instructor, JROTC
5.6 - Black	50.0% - 6 - Black	Homemaker/community activist
7.0 - Hispanic/Latino	25.0% - 3 - Hispanic/Latino	Freelance management and program consultant
0.8 - American Indian	0% - 0 - American Indian	Executive Director, Genesis 3 Inc.
1.7 - Asian	8.3% - 1 - Asian	Attorney-at-law
0.1 - Other	0% - Other	Former government official
Age	Age	Former executive director of a human relations commission
57.5 - Under 40	16.7% - 2 - Under 40	Human resources employee
25.6 - 40-59	50.0% - 6 - 40-59	Director of government affairs at a communications company
16.9 - 60 and over	33.3% - 4 - 60 and over	Data security analyst
Sex	Sex	President of an international corporation
49.4 - Male	66.7% - 8 - Male	
50.6 - Female	33.3% - 4 - Female	
Disability	Disability	
17.6 - Disabled	16.7% - 2 - Disabled	
Religion	Religion	
20.0 - Catholic	25.0% - 3 - Catholic	
61.3 - Protestant	66.7% - 8 - Protestant	
0.5 - Jewish	0% - 0 - Jewish	
18.2 - Other	8.3% - 1 - Other	
Political	Political	
29 - Democrat	41.7% - 5 - Democrat	
44 - Republican	50.0% - 6 - Republican	
27 - Other	8.3% - 1 - Independent/Other	

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Table 18: Kentucky

State demographics	State advisory committees demographics	State advisory committees members' occupations
Kentucky		
Race	Race	
89.3 - White	36.4% - 4 - White	Executive director, state commission on human rights
7.3 - Black	45.5% - 5 - Black	Social worker
1.5 - Hispanic/Latino	9.1% - 1 - Hispanic/Latino	Board Chairman, Louisville Urban League Guild
0.2 - American Indian	0% - 0 - American Indian	Former public school teacher
0.7 - Asian	9.1% - 1 - Asian	Director of outpatient services at a medical facility
0.1 - Other	0% - 0 - Other	Associate professor at a university
Age	Age	Planning Engineer
56.6 - Under 40	9.1% - 1 - Under 40	Educator
26.8 - 40-59	72.7% - 8 - 40-59	Small business owner/Ph. D. candidate
16.6 - 60 and over	18.2% - 2 - 60 and over	Professor of sociology at a university
Sex	Sex	Homemaker/administrative assistant for Bowling Green Civil Rights Commission
48.9 - Male	36.4% - 4 - Male	
51.1 - Female	63.6% - 7 - Female	
Disability	Disability	
23.7 - Disabled	18.2% - 2 - Disabled	
Religion	Religion	
14.0 - Catholic	27.3% - 3 - Catholic	
68.9 - Protestant	45.5% - 5 - Protestant	
0.3 - Jewish	0% - 0 - Jewish	
16.8 - Other	27.3 - 3 - Other	
Political	Political	
29 - Democrat	63.6% - 7 - Democrat	
44 - Republican	18.2% - 2 - Republican	
27 - Other	18.2% - 2 - Independent/Other	

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Table 19: Louisiana

State demographics	State advisory committees demographics	State advisory committees members' occupations
Louisiana		
Race	Race	
62.5 - White	40.0% - 6 - White	Coordinator for racial justice programs, YMCA of Baton Rouge
32.3 - Black	40.0% - 6 - Black	Professor of law at a university
2.4 - Hispanic/Latino	6.7% - 1 - Hispanic/Latino	Executive director of an association
0.5 - American Indian	0% - 0 - American Indian	Attorney-at-law - 3
1.2 - Asian	6.7% - 1 - Asian	Executive director of a resource center
0.1 - Other	6.7% - 1 - Other	Legislative assistant for a state representative
Age	Age	President and CEO of a company
59.0 - Under 40	20.0% - 3 - Under 40	Associate professor of sociology at a university
25.6 - 40-59	60.0% - 9 - 40-59	Financial advisor
15.4 - 60 and over	20.0% - 3 - 60 and over	City mayor
Sex	Sex	Restaurant owner & manager/real estate specialist
48.4 - Male	46.7% - 7 - Male	Associate professor of education at a university
51.6 - Female	53.3% - 8 - Female	Budget analyst for state house of representatives
Disability	Disability	
21.8 - Disabled	13.3% - 2 - Disabled	
Religion	Religion	
28.5 - Catholic	40.0% - 6 - Catholic	
59.6 - Protestant	46.7% - 7 - Protestant	
0.4 - Jewish	0% - 0 - Jewish	
11.5 - Other	13.3% - 2 - Other	
Political	Political	
42 - Democrat	60.0% - 9 - Democrat	
33 - Republican	33.3% - 5 - Republican	
25 - Other	6.7% - 1 - Independent/Other	

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Table 20: Maine

State demographics	State advisory committees demographics	State advisory committees members' occupations
Maine		
Race	Race	
96.5 - White	41.7% - 5 - White	Director of programs, state department of education
0.5 - Black	8.3% - 1 - Black	Community volunteer/former governor's special assistant
0.7 - Hispanic/Latino	8.3% - 1 - Hispanic/Latino	Penobscot Nation's elected representative to state Legislature
0.5 - American Indian	16.7% - 2 - American Indian	Assistant to the President, Maine AFL-CIO/Co-Chair/board-member, state center for economic policy
0.7 - Asian	8.3% - 1 - Asian	City director of equal opportunity
0.1 - Other	16.7% - 2 - Other	Community activist, educator
Age	Age	Executive director, migrant workers' group
52.3 - Under 40	16.7% - 2 - Under 40	Multicultural program coordinator in public schools
29.0 - 40-59	66.7% - 8 - 40-59	Associate director at a university
18.7 - 60 and over	16.7% - 2 - 60 and over	Executive director at an association for people with special needs
Sex	Sex	Advocate, Disability Rights Center of Maine
48.7 - Male	41.7% - 5 - Male	Professor of Spanish at a college
51.3 - Female	58.3% - 7 - Female	
Disability	Disability	
20.0 - Disabled	16.7% - 2 - Disabled	
Religion	Religion	
27.8 - Catholic	16.7% - 2 - Catholic	
51.5 - Protestant	16.7% - 2 - Protestant	
0.7 - Jewish	0% - 0 - Jewish	
20.0 - Other	66.7% - 8 - Other	
Political	Political	
28 - Democrat	50.0% - 6 - Democrat	
27 - Republican	8.3% - 1 - Republican	
45 - Other	41.7% - 5 - Independent/Other	

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Table 21: Maryland

State demographics	State advisory committees demographics	State advisory committees members' occupations
Maryland		
Race	Race	Civil rights activist and pastor
62.1 - White	33.3% - 4 - White	Program director of an association
27.7 - Black	41.7% - 5 - Black	Director of research, assessment and support services and supervisor of social studies, county board of education
4.3 - Hispanic/Latino	16.7% - 2 - Hispanic/Latino	Anti-poverty activist and volunteer
0.3 - American Indian	0% - 0 - American Indian	Professor of sociology at a college
4.0 - Asian	8.3% - 1 - Asian	Director for Safety and Occupational Health, Office of the Secretary, U.S. Army
0.2 - Other	0% - 0 - Other	Retired psychologist
Age	Age	Program analyst for federal government
57.1 - Under 40	16.7% - 2 - Under 40	Professor of history at a university
27.8 - 40-59	50.0% - 6 - 40-59	Chaplain Emeritus at a university/retired professor of religion
15.1 - 60 and over	33.3% - 4 - 60 and over	Director for Multicultural Outreach, Montgomery County Public Libraries
Sex	Sex	Processing Agent for a bank/president, NAACP, a county branch
48.3 - Male	50.0% - 6 - Male	
51.7 - Female	50.0% - 6 - Female	
Disability	Disability	
17.6 - Disabled	33.3% - 4 - Disabled	
Religion	Religion	
21.0 - Catholic	16.7% - 2 - Catholic	
56.1 - Protestant	50.0% - 6 - Protestant	
4.1 - Jewish	8.3% - 1 - Jewish	
18.8 - Other	25.0% - 3 - Other	
Political	Political	
44 - Democrat	66.7% - 8 - Democrat	
31 - Republican	8.3% - 1 - Republican	
25 - Other	25.0% - 3 - Independent/Other	

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Table 22: Massachusetts

State demographics	State advisory committees demographics	State advisory committees members' occupations
Massachusetts		
Race	Race	
81.9 - White	43.8% - 7 - White	Professor of education, director of the Asian American studies program at a university
5.0 - Black	31.3% - 5 - Black	Associate Professor at a college
6.8 - Hispanic/Latino	18.8% - 3 - Hispanic/Latino	Undersecretary, Office of Public Safety
0.2 - American Indian	0% - 0 - American Indian	Executive vice president of a company
3.7 - Asian	12.5% - 2 - Asian	Attorney-at-law
0.7 - Other	6.3% - 1 - Other	Former director of administrative and core services, state mental health department
Age	Age	Director, Human Relations Commission/Director, Commission on Fair Housing, town of Framingham
55.9 - Under 40	18.8% - 3 - Under 40	Associate professor of public policy at a university
26.9 - 40-59	81.3% - 13 - 40-59	Program Director for State Rehabilitation Center
17.3 - 60 and over	0% - 0 - 60 and over	CPA
Sex	Sex	Former public defender
48.2 - Male	62.5% - 10 - Male	Educator, activist and administrator of domestic violence policy in mayor's office
51.8 - Female	37.5% - 6 - Female	Director, office of multicultural education at a college
Disability	Disability	Associate Professor of Law, Suffolk Law School
18.5 - Disabled	25.0% - 4 - Disabled	Executive Director, Cambridge Human Rights Commission
Religion	Religion	Commissioner, state commission against discrimination
44.0 - Catholic	25.0% - 4 - Catholic	
30.4 - Protestant	37.5% - 6 - Protestant	
4.3 - Jewish	12.5% - 2 - Jewish	
21.3 - Other	25.0% - 4 - Other	
Political	Political	
30 - Democrat	50.0% - 8 - Democrat	
15 - Republican	31.3% - 5 - Republican	
55 - Other	18.8% - 3 - Independent/Other	

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Table 23: Michigan

State demographics	State advisory committees demographics	State advisory committees members' occupations
Michigan		
Race	Race	President for a CPA company
78.6 - White	30.8% - 4 - White	Attorney-at-law – (4)
14.1 - Black	30.8% - 4 - Black	President of a consulting firm
3.3 - Hispanic/Latino	7.7% - 1 - Hispanic/Latino	Retired educator
0.5 - American Indian	7.7% - 1 - American Indian	Owner of a supply company
1.8 - Asian	15.4% - 2 - Asian	Assistant attorney general in the state attorney general's office
0.1 - Other	0% - 0 - Other	Executive Director, State Commission on Spanish-Speaking Affairs
Age	Age	Professor of political science at a university
57.1 - Under 40	15.4% - 2 - Under 40	Vice president of programs for a corporation
26.8 - 40-59	61.5% - 8 - 40-59	Former marketing account executive
16.1 - 60 and over	23.1% - 3 - 60 and over	
Sex	Sex	
49.0 - Male	53.8% - 7 - Male	
51.0 - Female	46.2% - 6 - Female	
Disability	Disability	
18.7 - Disabled	7.7% - 1 - Disabled	
Religion	Religion	
23.0 - Catholic	38.5% - 5 - Catholic	
57.9 - Protestant	23.1% - 3 - Protestant	
1.1 - Jewish	15.4% - 2 - Jewish	
18.0 - Other	23.1% - 3 - Other	
Political	Political	
29 - Democrat	23.1% - 3 - Democrat	
31 - Republican	23.1% - 3 - Republican	
40 - Other	53.8% - 7 - Independent/Other	

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Table 24: Minnesota

State demographics	State advisory committees demographics	State advisory committees members' occupations
Minnesota		
Race	Race	Tribal consultant
88.2 - White	35.3% - 6 - White	Executive Director, Council on Black Minnesotans
3.4 - Black	35.3% - 6 - Black	Director, Indian Education Programs for a public school district
2.9 - Hispanic/Latino	11.8% - 3 - Hispanic/Latino	Consultant/former manager of corporate university relations and minority recruitment at a corporation
1.1 - American Indian	11.8% - 2 - American Indian	Assistant district counsel and trial attorney-at-law, INS
2.9 - Asian	5.9% - 1 - Asian	Former school teacher, volunteer and republican activist
0.1 - Other	0% - 0 - Other	Attorney-at-law (3)
Age	Age	Principal in a corporation
57.8 - Under 40	35.3% - 6 - Under 40	Superintendent of a public school district
26.5 - 40-59	52.9% - 9 - 40-59	Speech language pathologist for a medical center
15.7 - 60 and over	11.8% - 2 - 60 and over	Project consultant, state department of human services
Sex	Sex	Enforcement officer, state department of human rights
49.5 - Male	52.9% - 9 - Male	Associate Professor of law at a university
50.5 - Female	47.1% - 8 - Female	Immigration Advocate, Legal Aid Society of Minneapolis
Disability	Disability	
15.0 - Disabled	11.8% - 2 - Disabled	
Religion	Religion	
25.0 - Catholic	29.4% - 5 - Catholic	
57.1 - Protestant	23.5% - 4 - Protestant	
0.9 - Jewish	5.9% - 1 - Jewish	
17.0 - Other	41.2% - 7 - Other	
Political	Political	
28 - Democrat	35.3% - 6 - Democrat	
31 - Republican	23.5% - 4 - Republican	
41 - Other	41.2% - 7 - Independent/Other	

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Table 25: Mississippi

State demographics	State advisory committees demographics	State advisory committees members' occupations
Mississippi		
Race	Race	Owner of a realty company and state senate member
60.7 - White	40.0% - 6 - White	Owner and president of a corporation
36.2 - Black	53.3% - 8 - Black	Retired from state office of rehabilitation services
1.4 - Hispanic/Latino	6.7% - 1 - Hispanic/Latino	General manager of a corporation
0.4 - American Indian	0% - 0 - American Indian	Co-owner, communications arts
0.6 - Asian	0% - 0 - Asian	Staff, office of admissions and financial aid at a university
0.0 - Other	0% - 0 - Other	President of a consulting firm
Age	Age	Facilitator, Mission America
59.1 - Under 40	46.7% - 7 - Under 40	Attorney-at-law (2)
24.9 - 40-59	40.0% - 6 - 40-59	Public relations consultant
16.1 - 60 and over	13.3% - 2 - 60 and over	Regional director, state association of educators
Sex	Sex	Real estate and marketing consultant
48.3 - Male	60.0% - 9 - Male	Former speech pathologist
51.7 - Female	40.0% - 6 - Female	
Disability	Disability	
23.6 - Disabled	13.3% - 2 - Disabled	
Religion	Religion	
4.7 - Catholic	6.7% - 1 - Catholic	
82.0 - Protestant	66.7% - 10 - Protestant	
0.0 - Jewish	6.7% - 1 - Jewish	
13.3 - Other	6.7% - 1 - Other (2- N/A)	
Political	Political	
39 - Democrat	53.3% - 8 - Democrat	
36 - Republican	33.3% - 5 - Republican	
25 - Other	13.3% - 2 - Independent/Other	

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Table 26: Missouri

State demographics	State advisory committees demographics	State advisory committees members' occupations
Missouri		
Race	Race	Physician in a hospital
83.8 - White	18.2% - 2 - White	President of a company
11.2 - Black	45.5% - 5 - Black	Retired/volunteer
2.1 - Hispanic/Latino	18.2% - 2 - Hispanic/Latino	Accounting technician
0.4 - American Indian	9.1% - 1 - American Indian	Organization consultant
1.1 - Asian	9.1% - 1 - Asian	Employment Specialist, American Indian Council
0.2 - Other	0% - 0 - Other	Associate professor at a university
Age	Age	Mental health practitioner
56.2 - Under 40	9.1% - 2 - Under 40	President of a minority entity/supervisor at a corporation
26.2 - 40-59	54.5% - 6 - 40-59	Director in state office of equal opportunity
17.6 - 60 and over	27.3% - 3 - 60 and over	Mediator/administrative assistant
Sex	Sex	
48.6 - Male	45.5% - 5 - Male	
51.4 - Female	54.5% - 6 - Female	
Disability	Disability	
19.0 - Disabled	9.1% - 1 - Disabled	
Religion	Religion	
19.0 - Catholic	36.4% - 4 - Catholic	
61.3 - Protestant	45.5% - 5 - Protestant	
1.1 - Jewish	0% - 0 - Jewish	
18.6 - Other	18.2% - 2 - Other	
Political	Political	
32 - Democrat	45.5% - 5 - Democrat	
28 - Republican	54.5% - 6 - Republican	
40 - Other	0% - 0 - Independent/Other	

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Table 27: Montana

State demographics	State advisory committees demographics	State advisory committees members' occupations
Montana		
Race	Race	
89.5 - White	30.8% - 4 - White	State representative/member, state advisory council for Indian education
0.3 - Black	15.4% - 2 - Black	Tribal attorney-at-law/assistant professor of sociology at a university
2.0 - Hispanic/Latino	15.4% - 2 - Hispanic/Latino	Founder, NAACP Chapter of Montana
6.0 - American Indian	30.8% - 4 - American Indian	Advocate for persons with disabilities
0.5 - Asian	7.7% - 1 - Asian	Assistant to the president of a university
0.1 - Other	0% - 0 - Other	Senior research geologist
Age	Age	
53.8 - Under 40	23.1% - 3 - Under 40	Distinguished research professor of history at a university
28.6 - 40-59	61.5% - 8 - 40-59	Adjunct professor of education at a university
17.6 - 60 and over	15.4% - 2 - 60 and over	Law student
Sex	Sex	
49.8 - Male	38.5% - 5 - Male	Retail shop owner/President, Black Heritage Foundation, in two counties
50.2 - Female	61.5% - 8 - Female	Executive director at a family intervention center
Disability	Disability	
17.5 - Disabled	15.4% - 2 - Disabled	Director, Asian-American center
Religion	Religion	
22.0 - Catholic	38.5% - 5 - Catholic	Founder and executive director of state human rights network
53.6 - Protestant	30.8% - 4 - Protestant	
0.1 - Jewish	0% - 0 - Jewish	
24.3 - Other	30.8% - 4 - Other	
Political	Political	
21 - Democrat	30.8% - 4 - Democrat	
30 - Republican	23.1% - 3 - Republican	
49 - Other	46.2% - 6 - Independent/Other	

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Table 28: Nebraska

State demographics	State advisory committees demographics	State advisory committees members' occupations
Nebraska		
Race	Race	Attorney-at-law (2)
87.3 - White	36.4% - 4 - White	Paralegal and migrant project manager for a legal services company
3.9 - Black	45.5% - 5 - Black	Coordinator at a men's youth ministry
5.5 - Hispanic/Latino	9.1% - 1 - Hispanic/Latino	Assistant city attorney
0.8 - American Indian	9.1% - 1 - American Indian	Special assistant to a U.S. senator
1.3 - Asian	0% - 0 - Asian	Executive Director, state commission on Indian affairs
0.1 - Other	0% - 0 - Other	Company president
Age	Age	Assistant to a mayor
57.1 - Under 40	36.4% - 4 - Under 40	Vice president of a bank
25.5 - 40-59	36.4% - 4 - 40-59	County affirmative action director
17.3 - 60 and over	27.3% - 3 - 60 and over	
Sex	Sex	
49.3 - Male	54.5% - 6 - Male	
50.7 - Female	45.5% - 5 - Female	
Disability	Disability	
16.0 - Disabled	18.2% - 2 - Disabled	
Religion	Religion	
27.0 - Catholic	18.2% - 2 - Catholic	
57.8 - Protestant	36.4% - 4 - Protestant	
0.4 - Jewish	9.1% - 1 - Jewish	
14.8 - Other	36.4% - 4 - Other	
Political	Political	
31 - Democrat	36.4% - 4 - Democrat	
48 - Republican	18.2% - 2 - Republican	
21 - Other	45.5% - 5 - Independent/Other	

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Table 29: Nevada

State demographics	State advisory committees demographics	State advisory committees members' occupations
Nevada		
Race	Race	
65.2 - White	45.5% - 5 - White	Consultant in employee relations & human resources management
6.6 - Black	18.2% - 2 - Black	Former communications consultant
19.7 - Hispanic/Latino	18.2% - 2 - Hispanic/Latino	Registered nurse/president of a nurse's association
1.1 - American Indian	18.2% - 2 - Hispanic/Latino	Associate professor of public administration at a university
4.4 - Asian	9.1% - 1 - American Indian	President of a realty association
0.5 - Other	9.1% - 1 - Asian	Attorney-at-law (4)
Age	Age	Professor of law at a university
58.3 - Under 40	0% - 0 - Other	Director of public policy for a chamber of commerce
26.5 - 40-59	18.2% - 2 - Under 40	
15.2 - 60 and over	63.6% - 7 - 40-59	
Sex	Sex	
50.9 - Male	18.2% - 2 - 60 and over	
49.1 - Female	54.5% - 6 - Male	
Disability	Disability	
20.6 - Disabled	45.5% - 5 - Female	
Religion	Religion	
24.0 - Catholic	9.1% - 1 - Disabled	
43.2 - Protestant	27.3% - 3 - Catholic	
3.9 - Jewish	63.6% - 7 - Protestant	
28.9 - Other	0% - 0 - Jewish	
Political	Political	
28 - Democrat	9.1% - 1 - Other	
44 - Republican	54.5% - 6 - Democrat	
28 - Other	18.2% - 2 - Republican	
	27.3% - 3 - Independent/Other	

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Table 30: New Hampshire

State demographics	State advisory committees demographics	State advisory committees members' occupations
New Hampshire		
Race	Race	Attorney-at-Law/businessman/ teacher/consultant
95.1 - White	41.7% - 5 - White	Executive secretary, state commission for human rights
0.7 - Black	33.3% - 4 - Black	Adjunct faculty to a college/Program director of a service organization
1.7 - Hispanic/Latino	16.7% - 2 - Hispanic/Latino	Psychiatrist
0.2 - American Indian	0% - 0 - American Indian	Former associate dean for student affairs at a university
1.3 - Asian	8.3% - 1 - Asian	Small business owner
0.1 - Other	0% - 0 - Other	Educator/trainer/consultant
Age	Age	Assistant refugee coordinator for state
55.2 - Under 40	25.0% - 3 - Under 40	Independent consultant/job skills developer/family counselor
29.0 - 40-59	41.7% - 5 - 40-59	Community organizer for housing services
15.8 - 60 and over	33.3% - 4 - 60 and over	Associate director of admissions at a university
Sex	Sex	Special assistant to president of a university
49.2 - Male	41.7% - 5 - Male	
50.8 - Female	58.3% - 7 - Female	
Disability	Disability	
16.9 - Disabled	41.7% - 5 - Disabled	
Religion	Religion	
35.0 - Catholic	16.7% - 2 - Catholic	
43.9 - Protestant	16.7% - 2 - Protestant	
0.8 - Jewish	8.3% - 1 - Jewish	
20.3 - Other	58.3% - 7 - Other	
Political	Political	
20 - Democrat	50.0% - 6 - Democrat	
29 - Republican	41.7% - 5 - Republican	
51 - Other	8.3% - 1 - Independent/Other	

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Table 31: New Jersey

State demographics	State advisory committees demographics	State advisory committees members' occupations
New Jersey		
Race	Race	Former state senator/vice Chair for a state commission
66.0 - White	33.3% - 5 - White	President of a consulting company
13.0 - Black	33.3% - 5 - Black	Director of system engineering for a research company
13.3 - Hispanic/Latino	20.0% - 3 - Hispanic/Latino	Professor of philosophy at a university
0.1 - American Indian	0% - 0 - American Indian	President, county NAACP/commissioner of a development authority
5.7 - Asian	13.3% - 2 - Asian	President of a consulting firm
0.2 - Other	0% - 0 - Other	Assistant professor of philosophy at a university
Age	Age	Civic participation program coordinator for a legal defense and education fund
55.6 - Under 40	33.3% - 5 - Under 40	Director of outreach and evaluation for a medical organization
27.2 - 40-59	40.0% - 6 - 40-59	Policy analyst for the state government
17.2 - 60 and over	26.7% - 4 - 60 and over	Corporate counsel
Sex	Sex	University professor for a college
48.5 - Male	53.3% - 8 - Male	President, of a consulting firm
51.5 - Female	46.7% - 7 - Female	President of a consulting company
Disability	Disability	
18.0 - Disabled	6.7% - 1 - Disabled	
Religion	Religion	
37.0 - Catholic	20.0% - 3 - Catholic	
38.8 - Protestant	26.7% - 4 - Protestant	
5.6 - Jewish	20.0% - 3 - Jewish	
18.6 - Other	33.3% - 5 - Other	
Political	Political	
34 - Democrat	60.0% - 9 - Democrat	
28 - Republican	26.7% - 4 - Republican	
38 - Other	13.3% - 2 - Independent/Other	

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Table 32: New Mexico

State demographics	State advisory committees demographics	State advisory committees members' occupations
New Mexico		
Race	Race	Principal of a public school
44.7 - White	28.6% - 4 - White	Bilingual educator
1.7 - Black	14.3% - 2 - Black	Former public servant
42.1 - Hispanic/Latino	28.6% - 4 - Hispanic/Latino	County clerk
8.9 - American Indian	21.4% - 3 - American Indian	Senior contract administrator for a research laboratory
1.0 - Asian	7.1% - 1 - Asian	Attorney-at-law
0.3 - Other	0% - 0 - Other	Former magistrate Jjudge
Age	Age	Founder & owner of a company
58.3 - Under 40	21.4% - 3 - Under 40	Assistant elementary school principal
26.1 - 40-59	57.1% - 8 - 40-59	Administrator & counselor for a counseling company
15.6 - 60 and over	21.4% - 3 - 60 and over	President, National Indian Youth Council/Analyst, U.S. Army
Sex	Sex	Director of government and community relations at a company
49.2 - Male	50.0% - 7 - Male	Bishop of a diocese
50.8 - Female	50.0% - 7 - Female	Chair of a county commission
Disability	Disability	
20.4 - Disabled	7.1% - 1 - Disabled	
Religion	Religion	
40.2 - Catholic	42.9% - 6 - Catholic	
35.3 - Protestant	21.4% - 3 - Protestant	
0.6 - Jewish	7.1% - 1 - Jewish	
23.9 - Other	28.6% - 4 - Other	
Political	Political	
39 - Democrat	42.9% - 6 - Democrat	
35 - Republican	28.6% - 4 - Republican	
26 - Other	28.6% - 4 - Independent/Other	

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Table 33: New York

State demographics	State advisory committees demographics	State advisory committees members' occupations
New York		
Race	Race	Attorney-at-law- (5)
62.0 - White	50.0% - 9 - White	Family and children services specialist for the state
14.8 - Black	16.7% - 3 - Black	Professor of law at a law school
15.1 - Hispanic/Latino	16.7% - 3 - Hispanic/Latino	Deputy commissioner for development, department of housing preservation and development for the city
0.3 - American Indian	0% - 0 - American Indian	Town clerk
5.5 - Asian	16.7% - 3 - Asian	Executive director for a chapter of a council on relations/director of an inter-faith communication center
0.4 - Other	0% - 0 - Other	Executive director for a housing council
Age	Age	Assistant district attorney for a county
58.6 - Under 40	22.2% - 4 - Under 40	Senior attorney-at-law for a port authority
26.3 - 40-59	50.0% - 9 - 40-59	Professor emeritus of sociology at a college
16.9 - 60 and over	27.8% - 5 - 60 and over	Associate professor of political science at a community college
Sex	Sex	Assistant district attorney for a county
48.2 - Male	50.0% - 9 - Male	Administrative assistant for operations for a public school district
51.8 - Female	50.0% - 9 - Female	Senior vice president of investments for a company
Disability	Disability	Adjunct faculty member, Center for the Study of Ethnicity and Race, at a university and for Asian Pacific American studies program at another university
20.6 - Disabled	5.6% - 1 - Disabled	
Religion	Religion	
38.0 - Catholic	27.8% - 5 - Catholic	
37.3 - Protestant	27.8% - 5 - Protestant	
8.7 - Jewish	11.1% - 2 - Jewish	
16.0 - Other	33.3% - 6 - Other	
Political	Political	
42 - Democrat	33.3% - 6 - Democrat	
28 - Republican	16.7% - 3 - Republican	
30 - Other	50.0% - 9 - Independent/Other	

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Table 34: North Carolina

State demographics	State advisory committees demographics	State advisory committees members' occupations
North Carolina		
Race	Race	Associate professor, department of human development and services at a university
70.2 - White	25.0% - 4 - White	Executive director for a county council
21.4 - Black	62.5% - 10 - Black	Assistant professor of child development and family studies at a university
4.7 - Hispanic/Latino	6.3% - 1 - Hispanic/Latino	Real estate broker
1.2 - American Indian	0% - 0 - American Indian	Doctoral student
1.4 - Asian	6.3% - 1 - Asian	Independent real estate appraiser and broker
0.1 - Other	0% - 0 - Other	Executive director of a housing council
Age	Age	Founder of a company
57.6 - Under 40	18.8% - 3 - Under 40	Senior consultant and co-founder for a company
26.3 - 40-59	68.8% - 11 - 40-59	State Political Director for a political party
16.1 - 60 and over	12.5% - 2 - 60 and over	Academic dean, College of Arts & Sciences/Assistant professor of education at a university
Sex	Sex	Chief of Staff, North Carolina House of Representatives, Office of the Minority Leader
49.0 - Male	50.0% - 8 - Male	Revenue officer & advisor, Internal Revenue Service
51.0 - Female	50.0% - 8 - Female	Executive director for a community relations committee
Disability	Disability	Attorney-at-law
21.1 - Disabled	25.0% - 4 - Disabled	Peer Facilitator, programs for accessible living
Religion	Religion	
11.0 - Catholic	12.5% - 2 - Catholic	
75.4 - Protestant	81.3% - 13 - Protestant	
0.3 - Jewish	0% - 0 - Jewish	
13.3 - Other	6.3% - 1 - Other	
Political	Political	
44 - Democrat	62.5% - 10 - Democrat	
32 - Republican	31.3% - 5 - Republican	
24 - Other	6.3% - 1 - Independent/Other	

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Table 35: North Dakota

State demographics	State advisory committees demographics	State advisory committees members' occupations
North Dakota		
Race	Race	
91.7 - White	50.0% - 6 - White	Associate professor of American Indian studies and a counselor at a university
0.6 - Black	8.3% - 1 - Black	Assistant Elementary Principal and Indian Education Director in a reservation school district
1.2 - Hispanic/Latino	8.3% - 1 - Hispanic/Latino	Writer for local weekly newspaper
4.8 - American Indian	33.3% - 4 - American Indian	Chairperson for an association and member of a housing board
0.6 - Asian	0% - 0 - Asian	Former state senator/attorney-at-law
0.0 - Other	0% - 0 - Other	Case manager for low-income and homeless
Age	Age	Homemaker
55.7 - Under 40	25.0% - 3 - Under 40	Attorney at Law
25.8 - 40-59	75.0% - 9 - 40-59	State representative candidate/freelance writer-photographer
18.5 - 60 and over	0% - 0 - 60 and over	Gaming regulatory agent for three tribes
Sex	Sex	Curriculum Specialist at a training institute
49.9 - Male	50.0% - 5 - Male	Associate professor of history at a university
50.1 - Female	50.0% - 7 - Female	
Disability	Disability	
16.7 - Disabled	8.3% - 1 - Disabled	
Religion	Religion	
30.0 - Catholic	25.0% - 3 - Catholic	
47.3 - Protestant	25.0% - 3 - Protestant	
0.1 - Jewish	0% - 0 - Jewish	
22.6 - Other	50.0% - 6 - Other	
Political	Political	
25 - Democrat	33.3% - 4 - Democrat	
31 - Republican	33.3% - 4 - Republican	
44 - Other	33.3% - 4 - Independent/Other	

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Table 36: Ohio

State demographics	State advisory committees demographics	State advisory committees members' occupations
Ohio		Attorney-at-law – (3)
Race	Race	Mortician
84.0 - White	33.3% - 6 - White	Chairperson, professional education department at a university
11.4 - Black	38.9% - 7 - Black	Consultant/former contract compliance officer/former city clerk
1.9 - Hispanic/Latino	16.7% - 3 - Hispanic/Latino	Student financial aid advisor at a college
0.2 - American Indian	0% - 0 - American Indian	Latino diversity consultant/former consultant for mental health center
1.2 - Asian	11.1% - 2 - Asian	Former director, student activities
0.1 - Other	0% - 0 - Other	Community college/former diversity education specialist
Age	Age	President of a company
55.9 - Under 40	27.8% - 5 - Under 40	Former Intelligence analyst engineer
26.8 - 40-59	50.0% - 9 - 40-59	Project director, Hate Crimes for city government
17.3 - 60 and over	22.2% - 4 - 60 and over	Regional director for state civil rights commission
Sex	Sex	Commissioner for state civil rights commission
48.6 - Male	55.6% - 10 - Male	Chairman for state civil rights commission
51.4 - Female	44.4% - 8 - Female	Executive director of a council
Disability	Disability	Fund raising executive/president of a consulting company
18.3 - Disabled	5.6% - 1 - Disabled	Balk professor of law & values at a university
Religion	Religion	
19.0 - Catholic	16.7% - 3 - Catholic	
61.1 - Protestant	50.0% - 9 - Protestant	
1.3 - Jewish	11.1% - 2 - Jewish	
18.6 - Other	22.2% - 4 - Other	
Political	Political	
35 - Democrat	50.0% - 9 - Democrat	
31 - Republican	33.3% - 6 - Republican	
34 - Other	16.7% - 3 - Independent/Other	

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Table 37: Oklahoma

State demographics	State advisory committees demographics	State advisory committees members' occupations
Oklahoma		
Race	Race	
74.1 - White	25.0% - 3 - White	Vice president for multicultural affairs, professor of bio-chemistry at a university
7.5 - Black	33.3% - 4 - Black	Chief deputy assessor for a county
5.2 - Hispanic/Latino	33.3% - 4 - Hispanic/Latino	Logistics officer/manager, B-1 Bomber Unit, Tinker A. F. Base
7.7 - American Indian	8.3% - 1 - American Indian	Community volunteer
1.3 - Asian	0% - 0 - Asian	Attorney-at-law (2)
0.2 - Other	0% - 0 - Other	Vice chairperson of a minority commission and member of one of governor's advisory committees
Age	Age	Community volunteer
56.8 - Under 40	16.7% - 2 - Under 40	CEO, consulting services business
25.8 - 40-59	33.3% - 4 - 40-59	President of rehabilitation organization
17.4 - 60 and over	50.0% - 6 - 60 and over	Recent college graduate
Sex	Sex	Associate professor of political science at a university
49.1 - Male	58.3% - 7 - Male	
50.9 - Female	41.7% - 5 - Female	
Disability	Disability	
21.6 - Disabled	8.3% - 1 - Disabled	
Religion	Religion	
7.0 - Catholic	33.3% - 4 - Catholic	
73.2 - Protestant	41.7% - 5 - Protestant	
0.1 - Jewish	8.3% - 1 - Jewish	
19.7 - Other	16.7% - 2 - Other	
Political	Political	
45 - Democrat	83.3% - 10 - Democrat	
38 - Republican	16.7% - 2 - Republican	
17 - Other	0% - 0 - Independent/Other	

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Table 38: Oregon

State demographics	State advisory committees demographics	State advisory committees members' occupations
Oregon		
Race	Race	
83.5 - White	33.3% - 4 - White	Chairperson for a county human relations commission
1.6 - Black	16.7% - 2 - Black	Retired professor emeritus of a university
8.0 - Hispanic/Latino	16.7% - 2 - Hispanic/Latino	Senior human relations analyst for city government
1.2 - American Indian	16.7% - 2 - Hispanic/Latino	Intake counselor for a county department of youth services
2.9 - Asian	8.3% - 1 - American Indian	Owner & manager of a company
0.3 - Other	25.0% - 3 - Asian	Deputy sheriff in a county sheriff's department
	0% - 0 - Other	Member of local city council of/nurse in public schools
Age	Age	
55.6 - Under 40	16.7% - 2 - Under 40	Chair, city-county advisory committee on the disabled
27.8 - 40-59	66.7% - 8 - 40-59	Executive director of an Indian services organization
16.6 - 60 and over	16.7% - 2 - 60 and over	Senior Investigator for state government
		Director of college Development
Sex	Sex	
49.6 - Male	58.3% - 7 - Male	Chief of police
50.4 - Female	41.7% - 5 - Female	
Disability	Disability	
18.8 - Disabled	25.0% - 3 - Disabled	
Religion	Religion	
14.0 - Catholic	16.7% - 2 - Catholic	
55.1 - Protestant	50.0% - 6 - Protestant	
0.9 - Jewish	8.3% - 1 - Jewish	
30.0 - Other	25.0% - 3 - Other	
Political	Political	
33 - Democrat	50.0% - 6 - Democrat	
32 - Republican	25.0% - 3 - Republican	
35 - Other	25.0% - 3 - Independent/Other	

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Table 39: Pennsylvania

State demographics	State advisory committees demographics	State advisory committees members' occupations
Pennsylvania		
Race	Race	Attorney-at-law (2)
84.1 - White	41.7% - 5 - White	Adjunct professor/coordinator of disability studies at a university
9.8 - Black	33.3% - 4 - Black	President of a consulting company
3.2 - Hispanic/Latino	8.3% - 1 - Hispanic/Latino	Associate professor of political science at a university
0.1 - American Indian	0% - 0 - American Indian	Senior fellow for center for public policy
1.8 - Asian	16.7% - 2 - Asian	Affirmative action training manager
0.1 - Other	0% - 0 - Other	Director of development & community education for religious organization
Age	Age	Consultant
53.2 - Under 40	16.7% - 2 - Under 40	President of a woman's development organization
27.0 - 40-59	66.7% - 8 - 40-59	Executive director of a community relations project
19.8 - 60 and over	16.7% - 2 - 60 and over	Assistant to the president for social equity at a university
Sex	Sex	Diversity outreach coordinator at a county hospital
48.3 - Male	41.7% - 5 - Male	Vice-chair for Governor's Commission on Disabilities
51.7 - Female	58.3% - 7 - Female	
Disability	Disability	
18.6 - Disabled	25.0% - 3 - Disabled	
Religion	Religion	
27.4 - Catholic	16.7% - 2 - Catholic	
52.2 - Protestant	66.7% - 8 - Protestant	
2.3 - Jewish	8.3% - 1 - Jewish	
18.1 - Other	8.3% - 1 - Other	
Political	Political	
38 - Democrat	41.7% - 5 - Democrat	
38 - Republican	25.0% - 3 - Republican	
24 - Other	33.3% - 4 - Independent/Other	

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Table 40: Rhode Island

State demographics	State advisory committees demographics	State advisory committees members' occupations
Rhode Island		
Race	Race	Attorney-at-law/Chair, Governor's Commission on Prejudice & Bias
81.9 - White	41.2% - 7 - White	City solicitor
4.0 - Black	11.8% - 2 - Black	Former private insurance broker
8.7 - Hispanic/Latino	5.9% - 1 - Hispanic/Latino	Planner & policy analyst for a housing authority
0.4 - American Indian	11.8% - 2 - American Indian	Assistant coordinator of community relations for state government
2.2 - Asian	23.5% - 2 - Asian	Attorney-at-law
0.8 - Other	5.9% - 1 - Other	Assistant professor at a university/president of a company
Age	Age	Former vice president of an agency
55.3 - Under 40	29.4% - 5 - Under 40	Community activist (2)
26.4 - 40-59	41.2% - 7 - 40-59	Executive counsel for a state public utilities commission
18.3 - 60 and over	29.4% - 5 - 60 and over	Legislative & regulatory affairs counsel for a company
Sex	Sex	Executive minister for a council of churches
48.0 - Male	70.6% - 12 - Male	Scientist & consultant, Naval Undersea Warfare Center
52.0 - Female	29.4% - 5 - Female	Professor of English & African American Studies at a college
Disability	Disability	Manager of constituent advocacy for housing corporation/president of organization
20.2 - Disabled	5.9% - 1 - Disabled	Executive director for an Indian Council
Religion	Religion	
51.0 - Catholic	29.4% - 5 - Catholic	
25.6 - Protestant	11.8% - 2 - Protestant	
1.5 - Jewish	23.5% - 4 - Jewish	
21.9 - Other	35.3% - 6 - Other	
Political	Political	
26 - Democrat	47.1% - 8 - Democrat	
20 - Republican	17.6% - 3 - Republican	
54 - Other	35.3% - 6 - Independent/Other	

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Table 41: South Carolina

State demographics	State advisory committees demographics	State advisory committees members' occupations
South Carolina		
Race	Race	Founder & pastor of religious organization/vice chairman of state human relations commission
66.1 - White	23.5% - 4 - White	Former science teacher in public schools
29.4 - Black	52.9% - 9 - Black	Attorney-at-law
2.4 - Hispanic/Latino	11.8% - 2 - Hispanic/Latino	Chair, family independence program for county
0.3 - American Indian	5.9% - 1 - American Indian	Program representative, state employment security commission
0.9 - Asian	5.9% - 1 - Asian	Former deputy commissioner, Department of Corrections
0.1 - Other	0% - 0 - Other	Former vice president of corporate development for a company
Age	Age	Electrician
57.2 - Under 40	23.5% - 4 - Under 40	Director of technical services and training for state government
26.6 - 40-59	64.7% - 11 - 40-59	Commissioner for state human affairs commission
16.2 - 60 and over	11.8% - 2 - 60 and over	Executive Director, Catawba Indian Nation, Office of Tribal Government
Sex	Sex	Assistant Athletic Director at a university
48.6 - Male	47.1% - 8 - Male	Director of operations and planning for county Economic Opportunity Commissions
51.4 - Female	52.9% - 9 - Female	Commissioner, South Carolina Public Service Commission
Disability	Disability	Director, Head Start Program
22.2 - Disabled	23.5% - 4 - Disabled	Equal opportunity specialist, Office of fair housing and equal opportunity commissioner for state government
Religion	Religion	Technical translator and legal assistant
7.0 - Catholic	5.9% - 1 - Catholic	
80.5 - Protestant	88.2% - 15 - Protestant	
0.3 - Jewish	0% - 0 - Jewish	
8122 - Other	5.9% - 1 - Other	
Political	Political	
29 - Democrat	47.1% - 8 - Democrat	
37 - Republican	29.4% - 5 - Republican	
34 - Other	23.5% - 4 - Independent/Other	

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Table 42: South Dakota

State demographics	State advisory committees demographics	State advisory committees members' occupations
South Dakota		
Race	Race	Attorney-at-law (2)
88.0 - White	46.2% - 6 - White	County Executive Director, Farm Service Agency, USDA
0.6 - Black	7.7% - 1 - Black	Administrator and consultant at a university
1.4 - Hispanic/Latino	7.7% - 1 - Hispanic/Latino	Educational consultant/former professor and administrator
8.1 - American Indian	15.4% - 2 - American Indian	Vice-Chairman, Sisseton-Wahpeton Sioux Tribal Council
0.6 - Asian	15.4% - 2 - Asian	Librarian
0.0 - Other	7.7% - 1 - Other	Community activist/former director of program for teens
Age	Age	Professor of law at a university/Chief Justice, Cheyenne River Tribal Court of Appeals
56.7 - Under 40	23.1% - 3 - Under 40	Entrepreneur/community activist
25.2 - 40-59	53.8% - 7 - 40-59	Retired/veteran of the U.S. army
18.1 - 60 and over	23.1% - 3 - 60 and over	Business owner/attorney-at-law
Sex	Sex	Program manager and professor of criminal justice at a university
49.6 - Male	46.2% - 6 - Male	
50.4 - Female	53.8% - 7 - Female	
Disability	Disability	
16.7 - Disabled	7.7% - 1 - Disabled	
Religion	Religion	
25.0 - Catholic	38.8% - 4 - Catholic	
56.3 - Protestant	53.8% - 7 - Protestant	
0.0 - Jewish	7.7% - 1 - Jewish	
18.7 - Other	7.7% - 1 - Other	
Political	Political	
27 - Democrat	46.2% - 6 - Democrat	
44 - Republican	30.8% - 4 - Republican	
29 - Other	23.1% - 3 - Independent/Other	

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Table 43: Tennessee

State demographics	State advisory committees demographics	State advisory committees members' occupations
Tennessee		
Race	Race	
79.2 - White	36.4% - 4 - White	Executive vice president of a company
16.3 - Black	36.4% - 4 - Black	Employee, Environmental Protection Agency/former director, Title VI program for state government
2.2 - Hispanic/Latino	9.1% - 1 - Hispanic/Latino	Medical Consultant
0.2 - American Indian	9.1% - 1 - American Indian	Vice president of marketing for charitable organization
1.0 - Asian	9.1% - 1 - Asian	Minister
0.1 - Other	0% - 0 - Other	Educator
		Work project coordinator and probation officer at a state Department of corrections
Age	Age	Attorney-at-law
56.5 - Under 40	45.5% - 5 - Under 40	Publisher or a magazine/community activist
26.9 - 40-59	45.4% - 5 - 40-59	College student/community activist
16.6 - 60 and over	9.1% - 1 - 60 and over	Business developer
Sex	Sex	
48.7 - Male	54.5% - 6 - Male	
51.3 - Female	45.5% - 5 - Female	
Disability	Disability	
22.0 - Disabled	27.3% - 3 - Disabled	
Religion	Religion	
6.0 - Catholic	9.1% - 1 - Catholic	
83.5 - Protestant	63.6% - 7 - Protestant	
0.3 - Jewish	9.1% - 1 - Jewish	
10.2 - Other	18.2% - 2 - Other	
Political	Political	
32 - Democrat	36.4% - 4 - Democrat	
35 - Republican	36.4% - 4 - Republican	
33 - Other	27.3% - 3 - Independent/Other	

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Table 44: Texas

State demographics	State advisory committees demographics	State advisory committees members' occupations
Texas		
Race	Race	Civil court judge
52.4 - White	41.2% - 7 - White	Professional lecturer
11.3 - Black	29.4% - 5 - Black	Regional director of an anti-defamation organization
32.0 - Hispanic/Latino	23.5% - 4 - Hispanic/Latino	Legal consultant
0.3 - American Indian	0% - 0 - American Indian	Consulting engineer
2.7 - Asian	5.9% - 1 - Asian	Chaplain and ethicist at a hospital
0.2 - Other	0% - 0 - Other	Pastor
Age	Age	Medical librarian
62.0 - Under 40	17.6% - 3 - Under 40	Trust fund manager, department of housing and community affairs
24.7 - 40-59	58.8% - 10 - 40-59	Director of organization
13.3 - 60 and over	23.5% - 4 - 60 and over	Attorney-at-law (4)
Sex	Sex	Architect
49.6 - Male	52.9% - 9 - Male	Dentist
50.4 - Female	47.1% - 8 - Female	Legal Director of State Civil Rights project
Disability	Disability	
19.2 - Disabled	5.9% - 1 - Disabled	
Religion	Religion	
28.0 - Catholic	41.2% - 7 - Catholic	
55.3 - Protestant	52.9% - 9 - Protestant	
0.6 - Jewish	5.9% - 1 - Jewish	
16.1 - Other	0% - 0 - Other	
Political	Political	
29 - Democrat	58.8% - 10 - Democrat	
39 - Republican	29.4% - 5 - Republican	
32 - Other	11.8% - 2 - Independent/Other	

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Table 45: Utah

State demographics	State advisory committees demographics	State advisory committees members' occupations
Utah		
Race	Race	Manager of consulting firm
85.3 - White	35.7% - 5 - White	Board Member, Utah Legal Services
0.7 - Black	14.3% - 2 - Black	Chairperson, Voter Education Committee
9.0 - Hispanic/Latino	14.3% - 2 - Hispanic/Latino	Manager of a church
1.2 - American Indian	21.4% - 3 - American Indian	Attorney-at-law (2)
1.6 - Asian	14.3% - 2 - Asian	Social worker
0.8 - Other	0% - 0 - Other	Juvenile court judge for Indian Tribe
Age	Age	Chairman of an ethics association
67.8 - Under 40	14.3% - 2 - Under 40	President of company/President, Tri-State Conference of Branches NAACP
20.9 - 40-59	78.6% - 11 - 40-59	Former elected official/member, multi-ethnic advisory committee for a district
11.3 - 60 and over	7.1% - 1 - 60 and over	Former elected official/member of state courts outreach committee
Sex	Sex	Graduate student of American history
50.1 - Male	57.1% - 8 - Male	Navajo National Council Delegate
49.9 - Female	42.9% - 6 - Female	
Disability	Disability	
14.9 - Disabled	7.1% - 1 - Disabled	
Religion	Religion	
6.1 - Catholic	14.3% - 2 - Catholic	
19.0 - Protestant	21.4% - 3 - Protestant	
0.2 - Jewish	7.1% - 1 - Jewish	
74.7 - Other	57.1% - 8 - Other	
Political	Political	
19 - Democrat	42.9% - 6 - Democrat	
48 - Republican	28.6% - 4 - Republican	
33 - Other	28.6% - 4 - Independent/Other	

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Table 46: Vermont

State demographics	State advisory committees demographics	State advisory committees members' occupations
Vermont		
Race	Race	Director of learning technologies, community college
96.2 - White	57.1% - 8 - White	Director of research for a student assistance organization
0.5 - Black	21.4% - 3 - Black	Environmental Engineer, State of Vermont
0.9 - Hispanic/Latino	14.3% - 2 - Hispanic/Latino	Attorney-at-law (4)
0.4 - American Indian	0% - 0 - American Indian	Safe schools coordinator for public schools
0.8 - Asian	7.1% - 1 - Asian	Executive director of a training company
0.1 - Other	0% - 0 - Other	Former Governor of Vermont
Age	Age	Director of development for a public policy institute
53.9 - Under 40	7.1% - 1 - Under 40	Vice president of human resources for a company
29.4 - 40-59	64.3% - 9 - 40-59	Director, racial justice & equity for an organization
16.7 - 60 and over	28.6% - 4 - 60 and over	Executive Director for a community organization
Sex	Sex	Associate Professor of History at a university
49.0 - Male	71.4 - 10 - Male	
51.0 - Female	28.6 - 4 - Female	
Disability	Disability	
17.1 - Disabled	7.1% - 1 - Disabled	
Religion	Religion	
38.0 - Catholic	28.6% - 4 - Catholic	
36.1 - Protestant	21.54% - 3 - Protestant	
1.0 - Jewish	7.1% - 1 - Jewish	
24.9 - Other	42.9% - 6 - Other	
Political	Political	
22 - Democrat	21.4% - 3 - Democrat	
26 - Republican	7.1% - 1 - Republican	
52 - Other	71.4% - 10 - Independent/Other	

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Table 47: Virginia

State demographics	State advisory committees demographics	State advisory committees members' occupations
Virginia		
Race	Race	Attorney-at-law/Executive Board Member, NAACP Virginia
70.2 - White	28.6% - 4 - White	Associate professor of English at a community college
19.4 - Black	21.4% - 3 - Black	Pastor
4.7 - Hispanic/Latino	14.3% - 2 - Hispanic/Latino	Professor of management science at a university
0.3 - American Indian	7.1% - 1 - American Indian	President & CEO of a chamber of commerce/President, an hispanic policy forum
3.7 - Asian	28.6% - 4 - Asian	President of a company –(2)
0.2 - Other	0% - 0 - Other	Executive director of a resource center
Age	Age	Executive director of a state Hispanic Committee
57.34- Under 40	28.6% - 4 - Under 40	CPA/writer/founder of a company
27.5 – 40-59	57.1% - 8 - 40-59	Public defender
15.1 – 60 and over	14.3% - 2 - 60 and over	Attorney-at-law (2)
Sex	Sex	Executive director of a consortium for training for Native American tribes
49.0 - Male	64.3% - 9 - Male	
51.0 - Female	35.7% - 5 - Female	
Disability	Disability	
18.1 - Disabled	28.6% - 4 - Disabled	
Religion	Religion	
14.0 - Catholic	14.3% - 2 - Catholic	
69.2 - Protestant	42.9% - 6 - Protestant	
1.1 - Jewish	7.1% - 1 - Jewish	
15.7 - Other	35.7% - 5 - Other	
Political	Political	
30 - Democrat	42.9% - 6 - Democrat	
33 - Republican	14.3% - 2 - Republican	
37 - Other	42.9% - 6 - Independent/Other	

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Table 48: Washington

State demographics	State advisory committees demographics	State advisory committees members' occupations
Washington		
Race	Race	Executive director of an institute
87.9 - White	30.8% - 4 - White	Government liaison representative and lobbyist
3.1 - Black	15.4% - 2 - Black	Consultant
7.5 - Hispanic/Latino	23.01% - 3 - Hispanic/Latino	Former director of a saving and loan
1.4 - American Indian	15.4% - 2 - American Indian	Former tribal chairman, Snoqualmie Tribe
5.4 - Asian	15.4% - 2 - Asian	Industrial relations agent, state department of labor & industries
0.26 Other	0% - 0 - Other	Coordinator, Project Funding Division, Seattle
Age	Age	Assistant professor at a university
57.6 - Under 40	38.5% - 5 - Under 40	Tribal Attorney-at-law, Tulalip Tribe
27.6 - 40-59	38.5% - 5 - 40-59	Executive Director, Hate Free Zone Campaign of Washington
14.8 - 60 and over	23.1% - 3 - 60 and over	Nurse/President of Esperanza Council
Sex	Sex	President of a company
49.8 - Male	38.5% - 5 - Male	Representative of state legislature
50.2 - Female	61.5% - 8 - Female	
Disability	Disability	
18.2 - Disabled	23.0% - 3 - Disabled	
Religion	Religion	
20.4 - Catholic	30.8% - 4 - Catholic	
45.7 - Protestant	30.8% - 4 - Protestant	
0.7 - Jewish	15.4% - 2 - Jewish	
33.2 - Other	23.1% - 3 - Other	
Political	Political	
28 - Democrat	46.2% - 6 - Democrat	
29 - Republican	23.0% - 3 - Republican	
43 - Other	30.8% - 4 - Independent/Other	

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Table 49: West Virginia

State demographics	State advisory committees demographics	State advisory committees members' occupations
West Virginia		
Race	Race	Teacher of rehabilitation psychology at a university
94.6 - White	53.8% - 7 - White	Director of human resources for medical company
3.1 - Black	38.5% - 5 - Black	Director of an information and referral service center
0.7 - Hispanic/Latino	0% - 0 - Hispanic/Latino	Business and community liaison for city Job Corps
0.2 - American Indian	0% - 0 - American Indian	Attorney-at-law/professor of business law at a university
0.5 - Asian	7.7% - 1 - Asian	Attorney-at-law/vice President of a corporation/former member of state senate
0.1 - Other	0% - 0 - Other	Deputy director, state human rights commission
Age	Age	Former Chief Probation Officer, 17th Judicial Circuit
51.6 - Under 40	23.1% - 3 - Under 40	Extension educator/assistant professor for a university
28.4 - 40-59	69.2% - 9 - 40-59	Attorney-at-law (2)
20.1 - 60 and over	7.7% - 1 - 60 and over	City editor and staff writer for a newspaper
Sex	Sex	Minister
48.6 - Male	46.2% - 6 - Male	
51.4 - Female	53.8% - 7 - Female	
Disability	Disability	
24.4 - Disabled	15.4% - 2 - Disabled	
Religion	Religion	
8.0 - Catholic	15.4% - 2 - Catholic	
69.3 - Protestant	53.8% - 7 - Protestant	
0.1 - Jewish	7.7% - 1 - Jewish	
22.6 - Other	23.1% - 3 - Other	
Political	Political	
44 - Democrat	61.5% - 8 - Democrat	
33 - Republican	23.1% - 3 - Republican	
23 - Other	15.4% - 2 - Independent/Other	

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Table 50: Wisconsin

State demographics	State advisory committees demographics	State advisory committees members' occupations
Wisconsin		
Race	Race	Educational administrator at a university
87.3 - White	38.5% - 5 - White	Associate professor of a university
5.6 - Black	38.5% - 5 - Black	Master of public administration student
3.6 - Hispanic/Latino	7.7% - 1 - Hispanic/Latino	Chairperson of an equal opportunities commission
0.8 - American Indian	7.7% - 1 - American Indian	Associate director of a development center
1.6 - Asian	7.7% - 1 - Asian	Attorney-at-law/director of human resources policy at a company
0.1 - Other	0% - 0 - Other	Director of Legal Training for a Veterans Association
Age	Age	Principal and Assistant Professor, Congregation Chesses Israel/Adjunct assistant professor at a college
56.5 - Under 40	61.5% - 8 - Under 40	Psychotherapist and consultant
26.6 - 40-59	38.5% - 5 - 40-59	Public policy researcher, city public policy forum
16.9 - 60 and over	0% - 0 - 60 and over	Owner and president of consulting firm
Sex	Sex	Social worker
49.4 - Male	53.8% - 7 - Male	Human resources manager for a company
50.6 - Female	46.2% - 6 - Female	
Disability	Disability	
16.0 - Disabled	15.4% - 2 - Disabled	
Religion	Religion	
31.0 - Catholic	7.7% - 1 - Catholic	
52.6 - Protestant	61.5% - 8 - Protestant	
0.5 - Jewish	7.7% - 1 - Jewish	
15.9 - Other	23.1% - 3 - Other	
Political	Political	
29 - Democrat	46.2% - 6 - Democrat	
30 - Republican	23.1% - 3 - Republican	
41 - Other	30.8% - 4 - Independent/Other	

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Table 51: Wyoming

State demographics	State advisory committees demographics	State advisory committees members' occupations
Wyoming		
Race	Race	
88.9 - White	30.8% - 4 - White	Underserved communities coordinator, Wyoming Arts Council/former business owner and manager
0.7 - Black	7.7% - 1 - Black	Program manager, Governor's Committee for Employment of People with Disabilities
6.4 - Hispanic/Latino	23.1% - 3 - Hispanic/Latino	Director, office of multicultural affairs at a university
2.1 - American Indian	30.8% - 4 - American Indian	Chief of campus police at a college
0.5 - Asian	7.7% - 1 - Asian	Middle school teacher
0.2 - Other	0% - 0 - Other	Homemaker/activist for disabled
Age	Age	Community activist (2)
55.7 - Under 40	15.4%- 2 - Under 40	Distinguish professor of public diplomacy at a university /community activist
28.6 - 40-59	76.9% - 10 - 40-59	School social worker
15.7 - 60 and over	7.7% - 1 - 60 and over	Recent college graduate/Higher education director for an Indian reservation
Sex	Sex	Staff clinician, at a university counseling center
50.3 - Male	38.5% - 5 - Male	Recruitment and retention specialist at a college
49.7 - Female	61.5% - 8 - Female	
Disability	Disability	
17.1 - Disabled	30.8% - 4 - Disabled	
Religion	Religion	
18.0 - Catholic	53.8% - 7 - Catholic	
50.0 - Protestant	0% - 0 - Protestant	
0.1 - Jewish	7.7% - 1 - Jewish	
31.9 - Other	38.5% - 5 - Other	
Political	Political	
22 - Democrat	46.2% - 6 - Democrat	
39 - Republican	30.8% - 4 - Republican	
39 - Other	23.1% - 3 - Independent/Other	

Source: GAO analysis of State Advisory Committees charter data.

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