

2024 -- H 8178

LC005930

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2024

A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- EQUAL OPPORTUNITY AND
AFFIRMATIVE ACTION

Introduced By: Representatives Speakman, Henries, Kazarian, Donovan, Spears, Cotter,
Carson, Kislak, Boylan, and Alzate

Date Introduced: April 12, 2024

Referred To: House State Government & Elections

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 28-5.1-3.1 of the General Laws in Chapter 28-5.1 entitled "Equal
2 Opportunity and Affirmative Action" is hereby amended to read as follows:

3 **28-5.1-3.1. Appointments to state boards, commissions, public authorities, and quasi-**
4 **public corporations.**

5 (a) The general assembly finds that, as a matter of public policy, the effectiveness of each
6 appointed state board, commission, and the governing body of each public authority and quasi-
7 public corporation is enhanced when it reflects the diversity, including the racial and gender
8 composition, of Rhode Island's population. Consequently, each person responsible for appointing
9 one or more individuals to serve on any board or commission or to the governing body of any public
10 authority or board shall endeavor to ensure that, to the fullest extent possible, the composition of
11 the board, commission, or governing body reflects the diversity of Rhode Island's population.

12 (b) ~~During the month of January in~~ By January 31 of each year the boards, agencies,
13 commissions, or authorities ~~are requested to~~ shall file with the state equal opportunity office a list
14 of ~~its~~ their members, designating their race, gender identity, and date of appointment.

15 (c) Of the candidates considered for appointment by the governor and the general assembly,
16 the governor and the general assembly shall give due consideration to recommendations made by
17 representatives of Rhode Island's ~~minority community based organizations~~ Black, Latino,
18 American and Pacific Islander and Indigenous organizations. The human resources outreach and

1 diversity office shall act as the liaison with state government and shall forward the
2 recommendations to appointing authorities.

3 (d) The appointing authority, in consultation with the equal employment opportunity
4 administrator and the human resources outreach and diversity administrator within the department
5 of administration, shall annually conduct a utilization analysis of appointments to state boards,
6 commissions, public authorities, and quasi-public corporations based upon the annual review
7 conducted pursuant to § 28-5.1-3.

8 (e) The equal employment opportunity administrator shall report the results of the analysis
9 to the Rhode Island commission for human rights and to the general assembly by or on ~~January 31~~
10 ~~and~~ July 31 of each year, consistent with § 28-5.1-17. The report shall be a public record and shall
11 be made available electronically on the secretary of state's website.

12 SECTION 2. This act shall take effect upon passage.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

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1 This act would redefine the groups included in "minority community-based organizations"
2 for purposes of them making recommendations for appointments to state boards, commissions,
3 public authorities, and quasi-public corporations.

4 This act would take effect upon passage.

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