

By: Senator(s) Horhn

To: Accountability,  
Efficiency, Transparency

SENATE BILL NO. 2586

1 AN ACT TO REQUIRE APPOINTMENTS TO STATE AGENCIES, BOARDS AND  
2 COMMISSION POSITIONS TO REFLECT THE DEMOGRAPHIC OF THE AREA THEY  
3 ARE APPOINTED TO SERVE; AND FOR RELATED PURPOSES.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

5 **SECTION 1.** **Findings.** In the recent years, PEER staff has  
6 conducted background checks on two hundred seventy-six (276)  
7 individual appointments to eighty-eight (88) different state  
8 agencies, boards and commission positions. The following lists  
9 the gender and race of these appointees:

10 (a) Eighty percent (80%) female appointees:

11 (i) Thirteen (13) black;

12 (ii) Sixty-five (65) white; and

13 (iii) Two (2) with no ethnicity data.

14 (b) One hundred ninety-six (196) male appointees:

15 (i) Twenty (20) black;

16 (ii) One hundred seventy-four (174) white; and

17 (iii) Two (2) with no ethnicity data.



18 This data illustrates the massive disparity in representation  
19 in relation to the racial and gender make-up of government  
20 appointments across Mississippi.

21 **SECTION 2. Intent.** It is the intent of this legislature to  
22 require individuals and entities with appointment powers to  
23 strongly consider the racial and gender demographics of the region  
24 for which an appointee will represent, and create more diverse and  
25 inclusive representation in government positions.

26 **SECTION 3. Database.** To determine the correct percentage of  
27 representation that should be present within state agency, board  
28 and commission appointments, individuals and entities with  
29 appointment powers must consider the data from the most current  
30 census as provided by the United States Census Bureau, in  
31 conjunction with the PEER database concerning race and gender of  
32 appointed individuals. PEER shall update the data concerning the  
33 racial and gender makeup of appointment once a year.

34 **SECTION 4. Application.** (1) Individuals and entities with  
35 appointment power must strongly consider the racial and gender  
36 demographics of the region for which an appointee will represent,  
37 and create more diverse and inclusive representation in government  
38 positions.

39 (2) To determine the correct percentage of representation  
40 that should be present within state agency, board and commission  
41 appointments, individuals and entities with appointment powers  
42 must consider the data from the most current census as provided by



43 the United States Census Bureau, in conjunction with the PEER  
44 database concerning race and gender of appointed individuals.

45         **SECTION 5.** This act shall take effect and be in force from  
46 and after July 1, 2025.

