



Permanent Commission RACIAL, INDIGENOUS & TRIBAL POPULATIONS

LD 2152 “An Act to Allow Equitable Compensation of Certain Board Members”

January 25, 2024

Senator Nagel, Representative Stover, and Honorable Members of the Joint Standing Committee on State and Local Government.

My name is Rae Sage, and I am the Policy Coordinator for the Permanent Commission on the Status of Racial, Indigenous, and Tribal Populations. The Permanent Commission’s role is to examine racial disparities across all systems and advise Maine State Government on ways to improve the status and outcomes of historically disadvantaged racial, Indigenous, and tribal populations.

When it comes to creating broader representation in rooms where decisions are being made, it is essential to remember that participation is not free. Participation costs include travel, childcare, and money missed from not working. These costs may be small for those with the financial security to address them, but they are the very barriers that prevent historically disadvantaged populations from engaging in this type of unpaid work. Understanding this, the Permanent Commission supports LD2152 as it makes board and committee service more accessible to the communities and voices that most need to be heard.

Many organizations throughout the state have already recognized and addressed the cost of participation. Organizations like MOFGA, Tender Table¹, and The Third Place² often make childcare, transportation, and participation stipends available when offering programming for racial, indigenous, and tribal populations. In order to incentivise participation from historically disadvantaged populations, it is essential that board and committee members are paid for their time and efforts. The passing of LD2152 would address barriers associated with race, age, and economic status. Thank you.

¹ Tender Table [Tender Table](#)

² The Third Place [The Third Place The Third Place - Building Maine's Black Cultural Infrastructure](#)