WHAT CORPORATIONS CAN DO

- Foster and sponsor career
- Look for subconscious women, including women and board diversity
-Transparently report on diverse candidates.

PROFESSIONAL ASSOCIATIONS

Programs strategically 50/50 Women on Boards, organizations such as mentorship programs.

Continuing education and pathing of women earlier in their careers.

Women from advancing in behaviors that discourage.

265 of Russell 3000 companies have Gender Diversity Directory. This report reflects data made available as of March 31, 2022.

50/50 Women on Boards is Q4 and 529 in Q3. In Q1 2022, women only gained 25 seats, a dramatic difference from 100 or more.

Women on Boards

In Q1 2022, 26% of directors reported their race and ethnicity, up from 21% in Q4, 19% in Q3 and 17% in Q2 2021. Compared to the population, people of color, especially Hispanics/Latinos, are significantly under-represented on corporate boards.

Since SB 826 was challenged and deemed unconstitutional in May 2022, the slower pace could be an early reflection of companies taking their foot off the pedal. As the State works to appeal the state’s decision, California continues to lead the way.

As of March 31, 2022, women hold 27.3% of Russell 3000 Index. Using the data provided by Equilar, we analyze, track, and publish data on our website in our Gender Diversity Index™, reports on the gender composition of corporate boards on the Russell 3000 Index. Using the data provided by our partner Equilar, as of March 31, 2022, women hold 27.3% of corporate board seats and women of color holding at least 20% of all corporate board seats.

We start by asking for change at the corporate level. A CALL FOR Bold Action:

- Self-identify your race, gender, and ethnicity and disclose your values.
- Volunteer to increase your direct biases and address them with other men.
- Advocate for, and mentor, women and diverse candidates.
- Advocate for yourself to get onto a high-profile project.
- Actively listen and recommend.
- Fund programs that encourage collaboration.
- Implement their recommendations.
- Strategically expand your network.
- Encourage your employer to do the same.
- Get involved with 50/50 Women on Boards to help push boards to diversify.
- Contribute to high-profile projects.
- Start reaching out to your networks.
- Encourage your employer to do the same.