

TOP 25 STATES

Among the 25 states with over 20 public companies, California leads with 33.9% of board seats held by women and 22.3% of gender-balanced companies. Nevada currently has the lowest percentage of women on boards at 24.3% and Florida is second to last with 25.5%.

- Q3 2023 Percent of Women
- Q3 2023 Percent of GB Companies
- Q2 2023 Percent of Women
- Q2 2023 Percent of GB Companies

CALIFORNIA	33.9%	22.3%
	34.1%	22.56%
WASHINGTON	31.2%	10.9%
	31.2%	14.29%
MINNESOTA	30.8%	14.8%
	31.2%	14.81%
MISSOURI	30.7%	13.9%
	30.6%	16.67%
CONNECTICUT	30.1%	11.9%
	29.6%	9.84%
MICHIGAN	29.9%	8.3%
	29.5%	10.2%
ILLINOIS	29.7%	8.5%
	29.1%	7.56%
MASSACHUSETTS	29.5%	11.2%
	29.1%	11.05%
MARYLAND	29.2%	13.7%
	28.4%	13.46%
OHIO	29%	7.9%
	29%	8.9%
NEW YORK	28.9%	10.5%
	28.7%	10.65%
WISCONSIN	28.8%	2.2%
	27.9%	2.27%
ARIZONA	28.3%	9.1%
	27.8%	6.82%
GEORGIA	28.1%	6.4%
	27.8%	6.33%
INDIANA	28%	8.1%
	27.8%	5.41%
NEW JERSEY	27.6%	7.7%
	27.8%	7.53%
COLORADO	27.4%	6%
	26.7%	6.02%
TEXAS	27.3%	11.6%
	27%	11.91%
VIRGINIA	27.1%	15.3%
	27.1%	12.94%
PENNSYLVANIA	26.8%	9.3%
	26.6%	10%
TENNESSEE	26.7%	6.4%
	26.4%	4.17%
NORTH CAROLINA	26.7%	1.7%
	27%	5%
UTAH	26.2%	3.4%
	26.6%	10%
FLORIDA	25.5%	3.3%
	25.1%	3.23%
NEVADA	24.3%	9.1%
	24.6%	9.09%



A CALL FOR BOLD ACTION

Change Starts at the Corporate Level



WHAT CORPORATIONS CAN DO

- Create flexible work environments to retain women, including women of color.
- Look for subconscious and unconscious bias, racism, practices, or behaviors that discourage women from advancing in their careers.
- Foster and sponsor career pathing of women earlier in their careers through continuing education and mentorship programs.
- Actively support organizations such as 50/50 Women on Boards, whose educational programs strategically accelerate women.
- Get involved with professional associations or networks to identify diverse candidates.
- Measure the results and transparently report on the company's workforce and board diversity progress.



WHAT MEN CAN DO

- Actively mentor and promote women to leadership positions.
- Share best practices and your commitment to diversity and gender balance.
- Identify unconscious or direct biases and address them with other men.
- Call upon women, including women of color, in discussions to create an environment that encourages collaboration.
- Give women credit for their work, especially up the leadership chain, and actively listen and implement their recommendations.
- Recruit women to lead high-profile projects.
- Advocate for women within your company and your networks.



WHAT WOMEN CAN DO

- Advocate for yourself and share your accomplishments and value-add expertise.
- Advocate for and mentor other women, including women of color.
- Volunteer to increase your networks and visibility.
- Ask for challenging and high-profile assignments.
- Ask for introductions to strategically expand your network.
- Invest in yourself, and add value to your company, by asking your employer to fund programs that advance your career.
- Self-identify your race, ethnicity and gender to help push boards to disclose diversity reporting.
- Attend one of our workshops to position yourself to get onto a corporate board.

50/50 Women on Boards Gender Diversity Index™ reports on the gender composition of corporate boards on the Russell 3000 Index. Using the data provided by Equilar, we analyze, track, and publish data on our website in our Gender Diversity Directory. This report reflects data made available as of September 30, 2023. 50/50 Women on Boards is committed to accelerating gender balance and diversity on corporate boards, with women holding 50% of all corporate board seats and women of color holding at least 20% of all corporate board seats.