



ACTION INITIATIVE:



WOMEN IN THE BOARDROOM

ABOUT WBC

The Women Business Collaborative is an unprecedented alliance of over 40 women's business organizations collaborating together to accelerate the pace of change. We are also a movement of millions of executives, business organizations, public and private companies, and the media. We reach our goals by collaborating and coordinating, amplifying and aggregating best practices and thought leadership against Nine Action Initiatives as areas to accelerate change. The Women in the Boardroom Action Initiative promotes diverse leadership on the boards of both private and public companies.

VISION

The Women in Boards Initiative aims to increase the number, quality, and advancement of women on boards in public and private corporations, with a focus on diversity and inclusion. This requires using collaboration, sharing of best practices, and leveraging the core capabilities of each partner organization, therefore allowing best-in-class organizations in different areas to take the lead and become centers of excellence in specific areas. We will do this by partnering, developing a robust database, and participating in public advocacy.

OUTLOOK

According to the 2020 Spencer Stuart Board Index, 26% of S&P 500 board directors are women; and there is at least one female director on every S&P 500 board. While there are no all-male boards in the S&P 500, women of color constituted only 10% of new board members in 2019, according to Catalyst research.

According to the Heidrick and Struggles 2019 Board Monitor, women are also underrepresented on the Fortune 500 boards at 22.5% as of May 2019, though 183 of the 462 newly appointed board seats in the prior year were women (40%). The percentage of 2018 Fortune 500 board seats occupied by African American women was 3%; Asian Pacific Islanders, 1.3%; and Hispanic women, 0.8%, as reported in the Catalyst 2018 Board Diversity Census of Women.

The 2020 Women on Boards 2019 Gender Diversity Index finds the average number of corporate board seats held by women in the Russell 3000 stands at 20.4% as of November 2019 and that 41% of Russell 3000 companies have one or no women on their boards.

GOALS

- 30% of the Fortune and S&P 500 and Russell 3000 board seats are held by women by 2025; 40% by 2030
- 10% of the 30% (per above) are women of color by 2025; 25% by 2030

OUTCOMES

- **Women Joining Public Boards**
The WBC is collaborating with Equilar, the leader in corporate data, to produce this monthly report, which is the first of its kind, listing and tracking women who have been named to the boards of public companies.

CHAIR

Ana Dutra, President, Mandala Global Advisors; Corporate Board Director; WBC Board Member

PARTNER ORGANIZATIONS

- 50/50 Women on Boards
- C200
- Catalyst
- Ellevest Network
- Equilar
- The Executive Leadership Council (ELC)
- Him for Her
- Latino Corporate Directors Association (LCDA)
- National Association of Corporate Directors (NACD)
- Network of Executive Women (NEW)
- theBoardlist
- Thirty Percent Coalition
- U.S. 30% Club
- Women Corporate Directors
- Women for Economic and Leadership Development (WELD)
- Women in the Boardroom

“Revolutions are actualized by teams of people committed to a higher purpose.”

- Ana Dutra, Chair