



WOMEN
BUSINESS
COLLABORATIVE

ACTION INITIATIVE



WOMEN ON BOARDS

ABOUT WBC

The Women Business Collaborative is an unprecedented alliance of over 73 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 Women Leading Boards report written in conjunction with 50/50 Women on Boards, 27% of board appointments in 2021 were women. There is at least one female director on every S&P 500 board. The Lodis Forum found that less than a third (29%) of the 249 private companies it surveyed had three or more women on the board.

As of February 2022, 114 women (31.1%) were appointed to public company boards, with 58% of those women being appointed to a board for the first time. Women of color hold 6% of Russell 3000 company board seats today. As reported by 50/50 Women on Boards, as of Q4 2021, 245 companies on the Russell 3000 (8%) achieved board parity. Among them, 175 companies were led by women CEOs (6%) and only 191 were directed by a woman board chair (7%).

As of December 31, 2021, women hold 26.7% of the Russell 3000 company board seats, a 10.7% increase over the last five years. The average year-over-year increase is 2.14%, with the largest increase of 3% from 2020 to 2021.

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 Report](#): 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.
- [Women Leading Boards Report](#): Women Leading Boards provides an update on progress made over the past year; explains the impact of the shift; shines a spotlight on areas in which greater focus is required; and offers best practices to ensure the voices of women who currently sit on boards are being heard.

CHAIR

Ana Dutra, Global Board Director and CEO,
Mandala Global Advisors

PARTNERS

- 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