

# All Our Talent: Women on Boards & Commissions

**SD**  
San  
Diego  
Regional Chamber  
Foundation



Presented By:



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# Introduction & Background

This Chamber Foundation-led initiative takes stock of the San Diego region's corporate, nonprofit, and government-appointed board and commission leadership from a gender-diversity perspective.

## Why This Matters

- Better financials
- Increased innovation
- Mitigating risk & enhanced safety
- Attracting investors
- Diversity of perspective
- Emerging workforce

### California Senate Bill 826

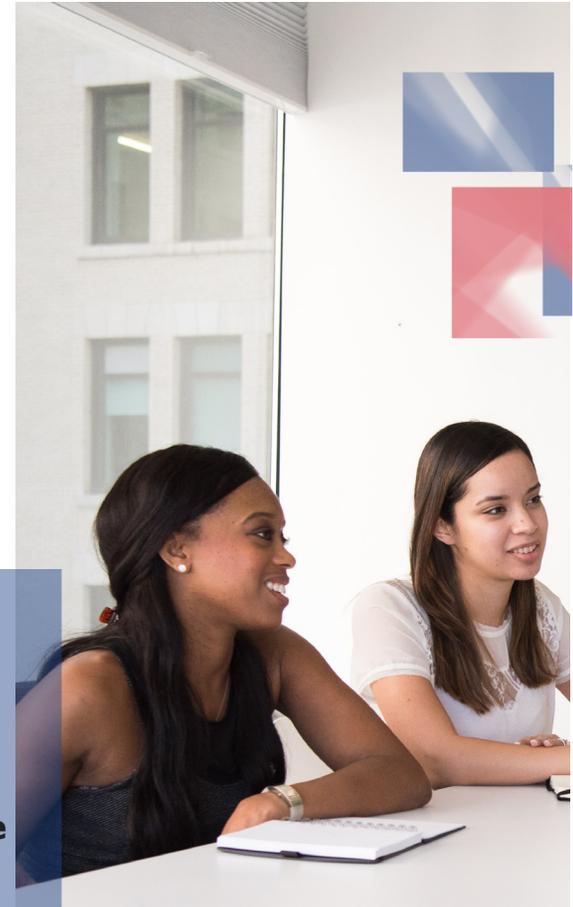
- Requires, at least one woman serve on the board of directors of public companies headquartered in California, by the end of 2019.
- Requires that at least two independent women directors be on boards with five seats and at least three women directors be appointed to boards with six or more directors, by the end of 2021.

### California Assembly Bill 931

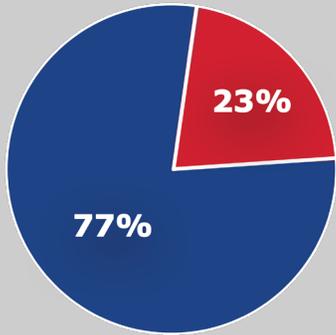
- Requires that local boards & commissions with five or more members have both genders represented.
- No gender representing more than 60% of the membership.
- Prohibits local boards or commissions with four or fewer members from being comprised exclusively of people with the same gender identity.

### California Senate Bill 534

- Requires insurance companies in California to report the demographic makeup of the insurer's governing board and the insurer's goals regarding board diversity.

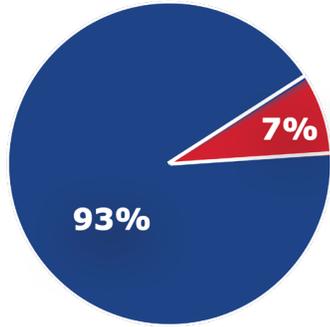


# Where is San Diego: Our Baseline



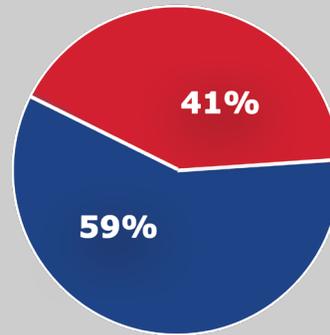
**Public Company Boards**

- San Diego County public companies have the fewest women on their boards compared with companies in other major counties in the state.
- Of the 88 public companies in San Diego, 23% of board seats are held by women.
- Only 18% of San Diego companies have at least 30% women on their boards. 30% is considered "critical mass."



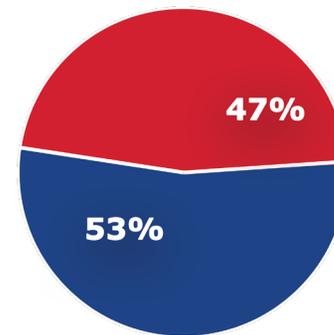
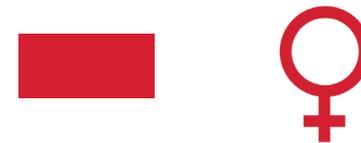
**Private Company Boards**

- Difficult to collect statistics on private company boards, there is no reporting requirement.
- Private company boards with over \$100 million in funding from investors had only 7% women on their board of directors.
- Analysis of the 27 largest (by revenue) private companies in San Diego found that only two provided information about their board of directors on their company website.
- 25 of the 27 companies in San Diego have male CEOs.



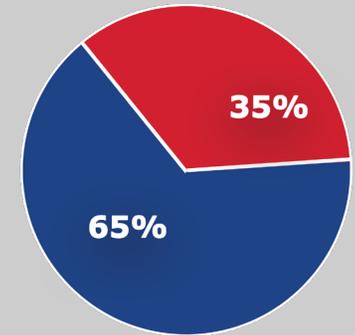
**Non-Profit Boards**

- Men represent 59% of nonprofit board members and women represent 41% of board members for the largest nonprofits in San Diego.
- Of the 51 nonprofit organizations we examined, 34 have male board chairs, 14 have female board chairs, and 3 were unspecified.



**San Diego City Boards & Commissions**

- A recent survey commissioned by the city found that 53% of city board seats are held by men and 47% by women.
- Our analysis found slightly different numbers showing 57% of city boards and commissions comprised of men and 43% held by women.
- The higher profile commissions like the Planning Commission and Parks and Recreation are more heavily represented by men, in some cases by significant margins.



**San Diego County Boards & Commissions**

- Overall 65% of county board and commission seats are held by men and 35% of county board and commission are held by women.
- Many of the county's influential planning commissions have significantly more men.
- Conversely, the county's Commission on the Status of Women & Girls has zero men.

# Gaps & Recommendations

## 1 Awareness-building and data collection.

- Integrate research about the benefits of gender-diversity into educational and training efforts, give a variety of factors, not simply the financial benefit.
- Encourage companies, organizations, and commissions to track demographic data about make-up of board and leadership teams. Demographic data should include gender, race, and ethnicity.

## 2 Network access and expansion.

- Broaden the access for women in San Diego to the networks that actually make decisions about who is considered for board or commission seats.
- The region's leaders should be intentional about making the bridge between diverse networks of talent, particularly women of color, and the decision-makers who decide board composition.

## 3 Regional coalition building.

- Develop a resource hub and coordinate regional efforts to advance women on boards and commissions across the five sectors analyzed. Build a database of diverse and talented women interested in serving on boards and commissions.
- Identify gaps in training and support networks.

## 4 Identifying and connecting talent.

- Build database of talented women interested in serving on boards and commissions.
- Assist companies and organizations with access to this database of talent. and help them to better understand how to develop gender equity in their board process.
- Ensure database team is intentional about outreach to women of color and monitor the percentage of women of color in the database.

## 5 Building women's confidence.

- Encourage business, nonprofit, and government leaders to encourage women in their organizations to serve on boards and commissions.
- Connect interested women with training and support networks to grow understanding and build their individual confidence.



# What's Next?

February	March	April	May	June
<b>Landscape &amp; Data Collection</b>  <i>Research begins for landscape analysis and dashboard</i>			<b>Campaign Design</b>	<i>Launch of landscape analysis and dashboard</i>
July	August	September	October	November
	<b>Database &amp; Promotion</b>  <i>Women elected officials summit</i>		<i>Launch of All Our Talent database</i>	<b>Promotion &amp; Prep for 2021</b>  <i>Board training developed for 2021 launch</i>

