Coalition for U.S. Board Diversity

Our member organizations

global investors representing a combined $2.5 trillion assets under management as of Jan. 31, 2019

Topics for Discussion

We ask companies to consider taking four concrete actions:

1. **Disclose** in the company’s proxy the board’s skill set and alignment to the company’s strategy

2. **Affirm** in governance policies and committee charters a commitment to incorporate the “Rooney Rule” – a commitment to identify qualified candidates of diverse gender, racial and ethnic background for board nomination

3. **Attest** in governing documents that director searches will consider suitable nominees from corporate backgrounds beyond the executive suite (academia, government, nonprofit, etc.)

4. **Commit** to increase gender parity on the board

What we do

We select companies from the S&P 500 with long-tenured boards to learn and understand their boards’ composition, nomination, evaluation and effectiveness processes. Then, we use corporate governance best practices to engage with companies who have one or no women on their boards. We talk to the independent members of the nominating and corporate governance committee to:

- **Learn** how the company is executing and evaluating skill set gaps in their board candidate search and succession planning.

- **Share** research that suggests diverse boards lead to higher company returns.

- **Provide** resources including examples of language for charters and candidate search options.

- **Understand** how the company promotes diversity at the senior management level and throughout the organization.

Success to date

49 of 72 companies have appointed at least one woman to the board

68%