



# Missing Pieces:

## Women and Minorities on *Fortune* 500 Boards

### FACT SHEET

#### ***Fortune* 100**

While it has been nearly a decade since the ABD began conducting its census of *Fortune* 100 board directors in 2004, women and minorities have made only small gains in increasing their representation in corporate boardrooms. The overall increase is negligible. In 2012, women and minorities remained underrepresented at the decision-making table of boardrooms, with white men comprising nearly 70 percent of the 1,214 seats.

- In the *Fortune* 100, between 2010 and 2012:
  - African Americans, Hispanics/Latinos and Asian/Pacific Islanders have either made only small gains or experienced losses in corporate board representation.
    - African American: Men comprised 7.0 percent of the total seats, while women captured 2.2 percent.
    - Asian/Pacific Islander: Men comprised 1.9 percent, while women encompassed 0.8 percent.
    - Hispanic/Latino: Men held 3.5 percent, while women occupied 0.8 percent.
    - White/Caucasian: Men represented 67.9 percent of the total board seats, while women were at 15.9 percent.
  - Women, inclusive of the U.S. Census groups, gained 22 seats, but that means only a total increase of 1.8 percentage points over two years.
  - The greatest deviation among groups occurred between white/Caucasian women and men. In 2010, white/Caucasian men occupied 69.9 percent of seats while white/Caucasian women occupied 14.6 percent. In 2012 white/Caucasian men comprised 67.9 percent of seats while white/Caucasian women held 15.9 percent.
  - In 2004, the majority of *Fortune* 100 companies had 0-30 percent board diversity, and this trend continued in 2010. However, in 2012, the majority of *Fortune* 100 companies had 31 percent or more board diversity. This shift indicates a slight increase in the amount of diversity on *Fortune* 100 boards.

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## **Fortune 500**

Trending similarly to the *Fortune* 100, women and minorities remained underrepresented in corporate boardrooms with white/Caucasian men holding the majority of the *Fortune* 500 seats.

- In the *Fortune* 500 companies, between 2010 and 2012:
  - White/Caucasian males continued to dominate *Fortune* 500 boards, accounting for 73.3 percent or 4,020 of the 5,488 total board seats.
  - Since the ABD began conducting a census of *Fortune* 500 board directors in 2010, African-Americans, Hispanics/Latinos, and Asian/Pacific Islanders have made only small gains or experienced losses in boardroom representation.
  - Between 2010 and 2012, the number of companies with board members from each of the major U.S. Census Bureau groups increased from 5.2 to 6.0 percent.
  - Respectively, white/Caucasian women filled 13.4 percent, minority men occupied 10.1 percent and minority women held 3.2 percent of the total board seats.
  - African Americans are the only group that experienced a decline from 2010 to 2012, with a drop in seats from 5.7 to 5.5 percent among men, and the representation remained stagnant for women at 1.9 percent.
  - In 2010, the majority of *Fortune* 500 companies had 0-30 percent women and/or minority board director representation, and this trend continued in 2012. From 2010 to 2012, the number of *Fortune* 500 companies with 31-40 percent and greater than 40 percent of women and/or minority board directors increased. This shift indicates a small increase in the amount of diversity on *Fortune* 500 boards.