

UPDATED DATASHEET: ALLIANCE FOR BOARD DIVERSITY REPORT: MISSING PIECES: WOMEN AND MINORITIES ON FORTUNE 500 BOARDS

July 21, 2011 - Please note updates in **bold**.

Women and minorities are severely underrepresented on *Fortune 100* and *Fortune 500* corporate boards.

- In the *Fortune 100*, men still dominated boardrooms. In 2010, they held 82.0 percent of board seats; in 2004, 83.1 percent.
- **In the *Fortune 100*, between 2004 and 2010:**
 - **White men lost four board seats—slightly decreasing their share of seats** from 71.2 percent to **69.9** percent. Minorities and women shared the remainder, with very few seats occupied by Asian Pacific Islanders, Hispanics, or minority women in particular.
 - Asian Pacific Islander men gained **12** seats, African-American men lost **5** seats, and Hispanic men lost **3** seats. White women gained **11** seats, Asian Pacific Islander women gained 3 seats, Hispanic women gained **3** seats, and African-American women lost **1** seat.
 - More specifically, African-American women held 2.1 percent of seats; Hispanic women held **0.7** percent; Asian Pacific Islander women held 0.5 percent; African-American men held **7.3** percent; Hispanic men held 3.1 percent; and Asian Pacific Islander men held 1.7 percent.
 - Although women gained 16 board seats—**5** occupied by minority women—the overall 1.1 percentage point increase for women on corporate boards over 6 years was not appreciable.
 - The total number of corporate board seats in the *Fortune 100* is 1,211.
- **In the *Fortune 500* companies in 2010**
 - *Fortune 500* boards were less diverse than *Fortune 100* boards.
 - Men held close to 85 percent of all board seats. White men dominated the boardroom, holding **74.5** percent of board seats. Minority men held **9.9** percent. White women held 12.7 percent. Minority women held 3 percent.
 - More specifically, African-American women held 1.9 percent of *Fortune 500* board seats; Hispanic women held 0.7 percent; Asian Pacific Islander women held 0.3 percent; African-American men held **5.7** percent; Hispanic men held **2.3** percent; and Asian Pacific Islander men held 1.8 percent.
 - More than one-half of *Fortune 500* company boards were composed of 21 percent or more women and/or minorities.
 - Women and minorities were significantly underrepresented in *Fortune 500* board leadership positions. White men held **95.5** percent of board chair positions.
 - There was not a single Hispanic woman lead director or board chair.
 - In 2010, **26** companies achieved broad board diversity: each of the major U.S. Census groups was represented in their boardrooms.
 - The total number of corporate board seats in the *Fortune 500* is 5,463.
 - The numbers in Figure 9: Percentage of Fortune 500 Board and Committee Chair Positions Held by Women and Minorities have changed to the following:

	Board Chair	Lead Director	Audit	Compensation	Nominating/Governance
Total Chairpersons (N)	489	360	467	467	453
White Men	93.5%	85.3%	79.4%	82.9%	74.6%
Minority Men	3.9%	6.1%	8.6%	5.8%	8.6%
Minority Women	0.6%	1.4%	2.1%	0.9%	3.8%
White Women	2.0%	7.2%	9.9%	10.5%	13.0%

TABLE 1

FORTUNE 500 COMPANIES WITH BROADEST DIVERSITY

The following companies are added.

- Altria Group
- Best Buy
- Campbell Soup
- Edison International
- Energy Future Holdings
- Hormel Foods
- Motorola
- PepsiCo
- TJX
- Walt Disney
- Wells Fargo

APPENDIX 4

FORTUNE 500 COMPANIES WITH 40 PERCENT OR MORE SEATS HELD BY WOMEN AND MINORITIES

The following companies are added.

- Altria Group
- Best Buy
- Cigna
- Citigroup
- General Mills
- Micron Technology
- Pitney Bowes
- Starbucks
- Verizon Communications
- Walgreen
- Walt Disney
- Wells Fargo
- Williams

APPENDIX 5

FORTUNE 500 COMPANIES WITH ZERO WOMEN AND MINORITY DIRECTORS

The following companies are no longer included.

- Fidelity National Financial
- L-3 Communications
- Pilgrim's Pride
- Plains All American Pipeline
- Spectrum Group International