A CONCURRENT RESOLUTION

To encourage equitable and diverse gender representation on the boards and in senior management of Ohio companies and institutions.

BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES OF THE STATE OF OHIO (THE SENATE CONCURRING):

WHEREAS, Equitable and diverse gender representation in the leadership ranks of companies and institutions in Ohio is essential to enhance the competitive position of this state in the global economy; and

WHEREAS, Women in the United States have earned more bachelor's degrees than men since 1982, more master's degrees than men since 1987, and more doctorate degrees than men since 2006; and

WHEREAS, Women make up 46.8% of the U.S. labor force, yet only 17.7% of board seats of Russell 3000 companies belong to women; and

WHEREAS, In 2016, women represented 44.3% of the labor force in Ohio, but represented only 20.5% of board seats for Fortune 1000 companies headquartered in Ohio; and
WHEREAS, The Catalyst Research Center's series, "The Bottom Line," emphasized the benefits of gender-balanced boards and found that companies with higher percentages of women board directors financially outperformed companies with the lowest percentages of women board directors by significant margins; and

WHEREAS, Catalyst found a clear and positive correlation between the percentage of women board directors in the past and the percentage of women corporate officers in the future; and

WHEREAS, Catalyst's report, titled "Women on Corporate Boards Globally," found that three or more women serving on a corporate board substantially changes boardroom dynamics, enhances the likelihood that women's voices and ideas are heard, and creates a critical mass of women that can lead to better financial performance; and

WHEREAS, A McKinsey & Company study titled "Women in the Workplace 2018," emphasized that women are less likely to receive the first critical promotion to manager, are less likely to be hired into more senior positions, and obtain less access to the people, input, and opportunities that accelerate careers. As a result, the higher you look in companies, the fewer women you see; and

WHEREAS, Ohio has a significant stake in promoting equitable and diverse gender representation in the public, private, and nonprofit leadership ranks of Ohio companies, institutions, and state and local government; now therefore be it

RESOLVED, That we, the members of the 133rd General Assembly of the State of Ohio, in adopting this resolution, urge all private and public companies and institutions doing business in this state to commit to increase the gender diversity on their boards of directors and in senior management positions and to set and publish goals by which to measure their progress; and be
it further

    RESOLVED, That the Clerk of the House of Representatives transmit duly authenticated copies of this resolution to the Governor of Ohio and the news media of Ohio.