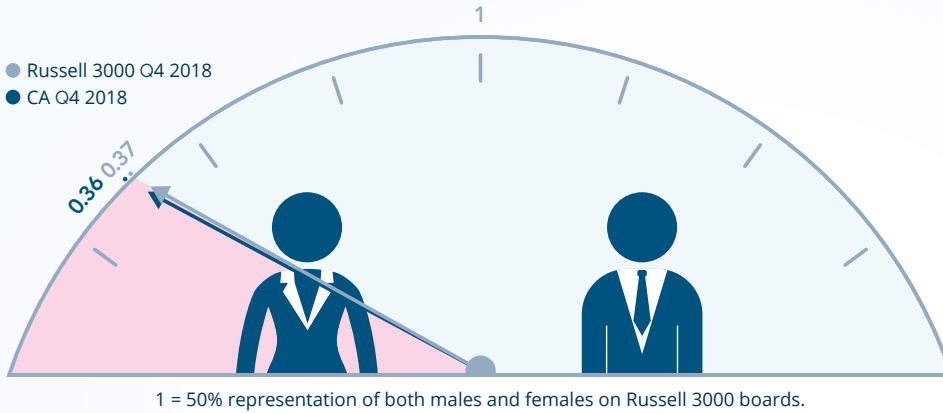


Assessing Boardroom Equality Across the Russell 3000 and California



Russell 3000: Q4 2018 = 0.37
CA: Q4 2018 = 0.36

The percentage of women on Russell 3000 boards increased in Q4 from 18.0% to 18.5%, pushing the GDI to 0.37. Among California-based Russell 3000 director seats, 18.1% belong to women. This positions the CA GDI at 0.36.

Achieving Gender Parity

At the current rate of growth, gender parity would be achieved by 2034 across the Russell 3000. This is significant progress compared to analyses done in Q4 2016 and Q4 2017 when parity was expected to be achieved in 2055 and 2048, respectively.



Boardrooms With Zero Women

The percentage of Russell 3000 companies with all-male boards decreased from 17.0% in Q3 2018 to 15.8% in Q4 2018.



Boards That Have Reached Gender Parity



The Equilar Diversity Network is a consortium to advance diverse representation in boardrooms across the globe. The Network is accessible exclusively through the Equilar BoardEdge platform and is the "registry of registries" of board-ready executives from leading ethnic and gender diversity organizations.

Learn more at equilar.com/boardedge