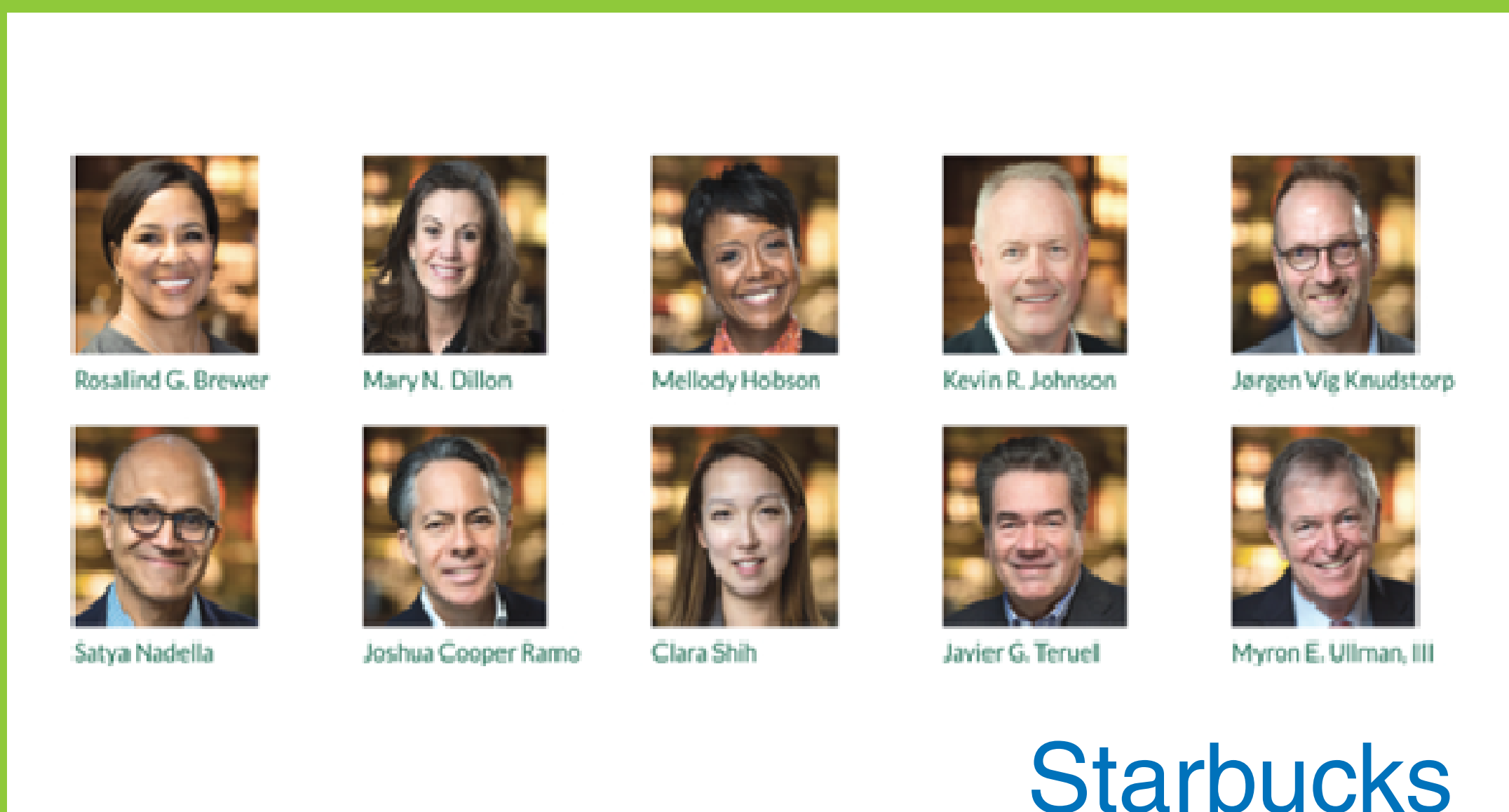
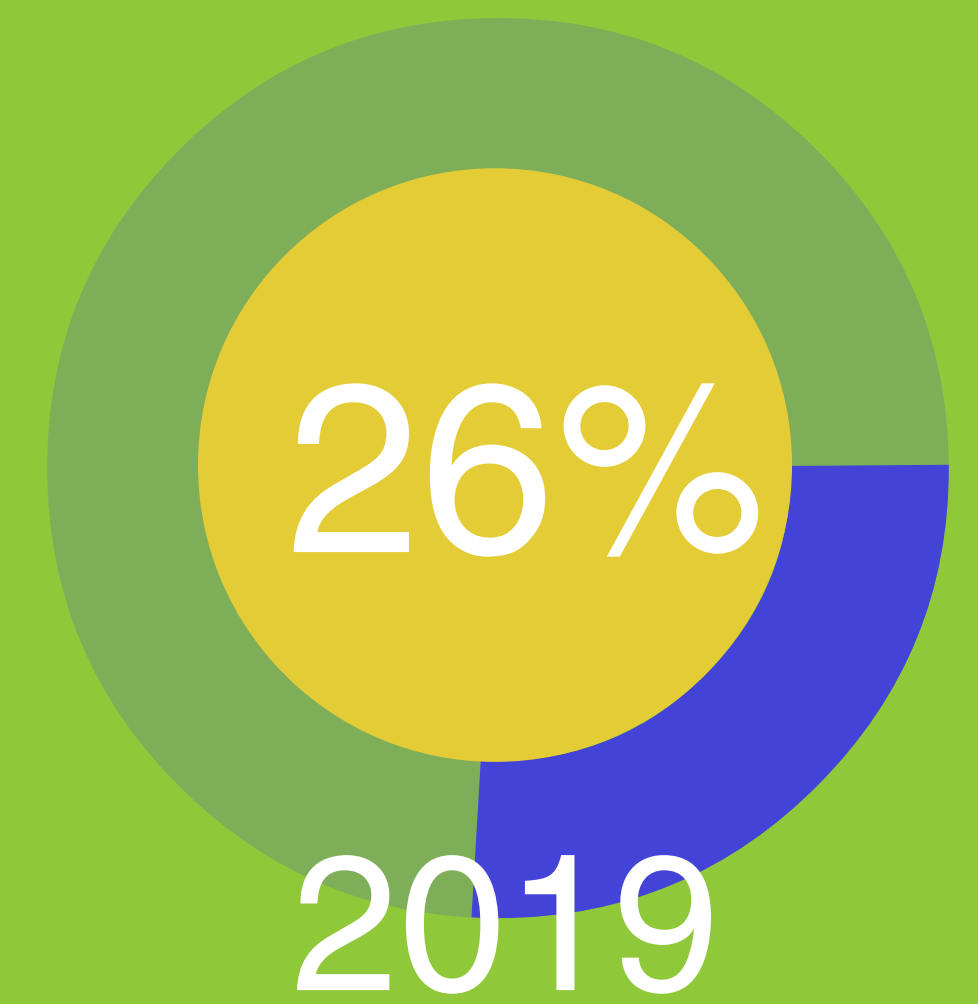
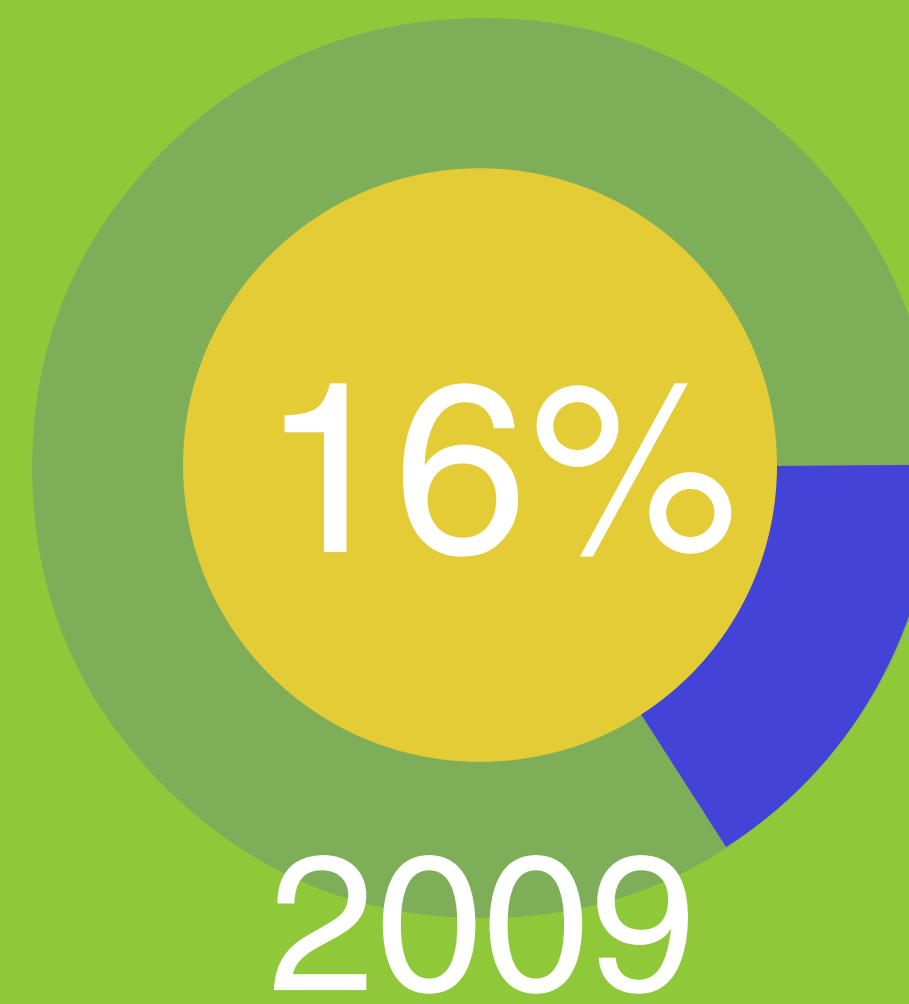


# 2020 Women on Boards

## Women on S&P 500 Boards\*

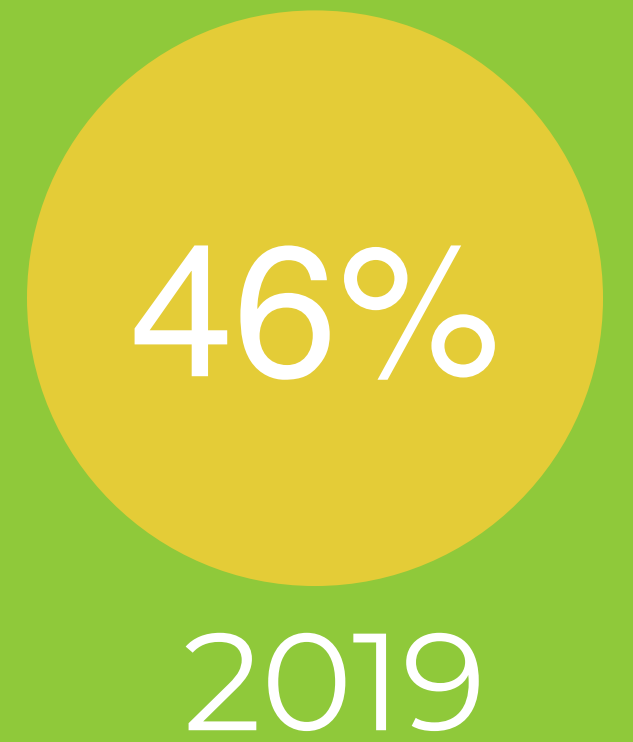
More than 90% have at least 2 women directors, up from 53% in 2009



## PROMOTION FOCUS

CEOs who focus on what they can gain from increased gender diversity were more successful at increasing board diversity than those who focused on what they might lose.

S&P500 new independent directors who are women



## LEADERSHIP ACTIONS

- Drop the C-suite standard
- Look outside your network
- Create diverse slates
- Break the patterns of false meritocracy and culture fit

\*Data from Spencer Stuart 2019 U.S. Board Index

For more please visit [DrStefJohnson.com](http://DrStefJohnson.com) or [InclufyBook.com](http://InclufyBook.com)  
Or Follow me @ DrStefJohnson on Twitter or the Gram