Advancing Women to the Boardroom

**Ohio**

**WELD (weldoh.org)**
- Region covered: Columbus MSA
- Number of companies: 29
- Report year: 2016
- Women corporate directors: 20%
- Women executive officers: 16%
- Women top compensated executives: 10.3%
- Companies with three or more women directors: 8
- Companies with no women directors: 7

**Highlights**
- Six companies (21%) are triple-zeros—they have no women directors, no women executive officers, and no women among their top compensated executives.
- There are no women serving as CEO of any Central Ohio public company.

**Texas**

**The Board Connection (theboardconnection.org)**
- Region covered: Texas
- Number of companies: 48 (Fortune 500)
- Report year: 2014
- Women corporate directors: 16%
- Women executive officers: 10%
- Companies where women hold 25% or more of the board seats: 6
- Companies with no women directors: 6 (13.3%)

**Highlights**
- More than half of the companies studied have at least two women on their board.

**Wisconsin**

**Milwaukee Women Inc (milwaukeewomeninc.org)**
- Region covered: Wisconsin
- Number of companies: 50
- Report year: 2015
- Women corporate directors: 15.8%
- Companies with three or more women directors: 5
- Companies with no women directors: 8

**Highlights**
- One Wisconsin company has achieved gender parity on its board (50% female).
- 16 companies have two or more women directors.
- Of the 50 new board members appointed in Jan-Oct, 2015, eight (16%) were women.

**Pennsylvania**

**Forum of Executive Women (foew.com)**
- Region covered: Greater Philadelphia
- Number of companies: 100
- Report year: 2015
- Women corporate directors: 13%
- Women executive officers: 13%
- Women top compensated executives: 10%
- Companies with three or more women directors: 9
- Companies with no women directors: 35

**Highlights**
- Six public companies in Greater Philadelphia had a female CEO in 2014.

**Website** ionwomen.org
- Twitter: @ionwomen
- Facebook: IONWomen
- LinkedIn: /company/ion-women
- eNewsletter: ionwomen.org/newsletter
- Phone: 614.203.9115

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28% of Russell 3000 companies (796) have no women on their boards.
37% of Russell 3000 companies (1050) have only one woman on their boards.
12% of Russell 3000 companies (356) have three or more women on their boards.

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**Data**
- Russell 3000, USA, 50 States and DC
- Source: ION Analysis of 2015 MSCI ESG research data
More than one-third of working women—nearly 28 million—hold managerial and professional positions in the US, stepping into critical leadership roles and leading innovation across all sectors of society. ION’s member organizations are working to ensure their paths to leadership are free from gender-based barriers, and that all organizations benefit from skills and perspectives that women bring to the table.

<table>
<thead>
<tr>
<th>Region</th>
<th>Number of companies</th>
<th>Women corporate directors</th>
<th>Women executive officers</th>
<th>Companies with three or more women directors</th>
<th>Companies with no women directors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colorado</td>
<td>106</td>
<td>11%</td>
<td>12.1%</td>
<td>16</td>
<td>8</td>
</tr>
<tr>
<td>Georgia</td>
<td>128</td>
<td>11%</td>
<td>12.1%</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td>Maryland</td>
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<td>14.1%</td>
<td>12.3%</td>
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<td>23</td>
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<tr>
<td>Michigan</td>
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<td>11.5%</td>
<td>12%</td>
<td>16</td>
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</tr>
<tr>
<td>New Jersey</td>
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<td>15%</td>
<td>16%</td>
<td>25</td>
<td>20</td>
</tr>
<tr>
<td>New York</td>
<td>100</td>
<td>19%</td>
<td>17%</td>
<td>25</td>
<td>74</td>
</tr>
</tbody>
</table>

**Highlights**
- All of Colorado’s Fortune 500 companies have at least one woman director.
- The number of companies with three or more women on board has increased from one in 2011 to eight in 2016.
- More than half of the companies (55) have no women among their top compensated executives.

**Advancing Women to the Boardroom**

Established in 2004, ION is the national consortium whose mission is to increase the number of women appointed to corporate boards and to senior executive positions. Representing nearly half of the 28 million women in management and professional roles across the nation, ION is the only confederation of member organizations in the US engaged in this work.

Through its annual research reports, the sharing of best practices, thought leadership and board search referrals, ION provides a national platform and voice for collaboration, education, advocacy, and outreach for the advancement of women across corporate America.