

**As Introduced**

**132nd General Assembly  
Regular Session  
2017-2018**

**H. C. R. No. 23**

**Representative Pelanda**

**Cosponsors: Representatives Carfagna, Antonio, Scherer, West, Boggs, Kent,  
Ingram, Fedor, Arndt, Reineke, Kelly**

---

**A C O N C U R R E N T R E S O L U T I O N**

To encourage equitable and diverse gender representation 1  
on the boards and in senior management of Ohio 2  
companies and institutions. 3

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

WHEREAS, Equitable and diverse gender representation in the 4  
leadership ranks of companies and institutions in Ohio is 5  
essential to enhance the competitive position of this state in 6  
the global economy; and 7

WHEREAS, Women in the United States have earned more 8  
bachelor's degrees than men since 1982, more master's degrees 9  
than men since 1987, and more doctorate degrees than men since 10  
2006; and 11

WHEREAS, Women make up 46.8% of the U.S. labor force, yet 12  
only 16.2% of board seats of Russell 3000 companies belong to 13  
women; and 14

WHEREAS, In 2016, women represented 44.3% of the labor 15  
force in Ohio, but represented only 20.5% of board seats for 16  
Fortune 1000 companies headquartered in Ohio; and 17

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 2016," 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 132nd 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	49
be it further	50
RESOLVED, That the Clerk of the House of Representatives	51
transmit duly authenticated copies of this resolution to the	52
Governor of Ohio and the news media of Ohio.	53