Directors and Executive Officers

- Women hold only 10.6% of the board seats and executive officer positions in the 400 largest public companies headquartered in California.
- 118 (29.5%) of the 400 largest public companies in California have no women board directors and no women executive officers.

Directors

- Women hold 9.8% of the 3,252 board seats in the 400 largest public companies in California.
- Almost half (46.3%) of California’s companies have no women directors.
- 33.5% of the 400 companies have only one woman director.
- Compared to our 2008 report, the percentage of women directors has decreased slightly from 10% to 9.8% this year.

Executive Officers

- Women account for 11.6% of the 2,770 executive officers in the 400 largest public companies in California.
- Essentially half, 49.3%, of California’s companies have no women executive officers.
- Only 79 (19.7%) of the companies have two or more women executives.
- Only 15 (3.8%) of the 400 largest public companies in California have a woman serving as CEO.
Industry Makes a Difference

- The consumer products sector has the highest percentage of women directors, 15.7%. The financial sector ranks second with 13.3%.
- The telecommunications sector has the lowest percentage of women directors with 3.7%.
- The consumer products sector has the highest percentage of women executive officers, 18.4%.
- The retail sector follows with 17.8%.
- Only 5.3% of executive officers in the electronics sector are women.

Company Size Makes a Difference

- Overall, the largest companies have larger boards and almost three times as many women directors as the smallest companies.
- California has 12 Fortune 100 companies, all of which have at least one woman director.
- Companies with the smallest market capitalization (below $200 million) have the smallest percentage of women board members, 5.2%.
- While the largest firms tend to have the highest percentage of women executives, the relationship between corporate size and the percentage of women executive officers is not monotonically positive.
- Firms in the two highest market capitalization categories (above $15 billion and between $5 billion and $15 billion) have the two highest percentages of women executives (14.8% and 17.5%, respectively). Companies in the lowest market capitalization category (below $200 million) have the third-highest percentage of women executive officers (12.7%).

Location Makes a Difference

- Most of California’s largest companies are located in Southern California (43.8%) and the San Francisco Bay Area (52%).
- Central Coast companies had the highest percentage of women directors (12.2%) and Central Valley companies had the lowest (1.7%). Bay Area and Southern California companies have the same percentage of women directors on average, 9.9%.
- Among counties with at least 20 companies, the Bay Area has the county with the greatest percentage of women directors, San Francisco County (15.7%), as well as the county with the least: Silicon Valley (Santa Clara County, 8.2%).
- Companies in the Central Coast region also have the highest percentage of women executives officers, 15.8%.
- Among counties with at least 20 companies, San Francisco County is the top locale for women executive officers, with 17.3% women executives.
- Orange County and Silicon Valley (Santa Clara County) have only 7.6% and 8.9% women executive officers, respectively.