Directors and Executive Officers

- Women hold only 10.4% of the board seats and executive officer positions in the 400 largest public companies headquartered in California.
- 122 (30.5%) of the 400 largest public companies in California have no women board directors and no women executive officers.

Directors

- Women hold 9.4% of the 3,283 board seats in the 400 largest public companies in California.
- Almost half (47%) of California’s companies have no women directors.
- 34.3% of these companies have only one woman director.
- Compared to our 2006 report, the percentage of women directors has increased from 8.8% to 9.4% this year.

Executive Officers

- Women account for 11.6% of the 2,878 executive officers in the 400 largest public companies in California.
- Essentially half, 49.8%, of California’s companies have no women executive officers.
- Only 87 (21.9%) of the companies have two or more women executives.
- Only 13 (3%) of the 400 largest public companies in California have a woman serving as CEO.
Industry Makes a Difference

- The pharmaceuticals sector has the highest percentage (16.4%) of women directors. The media sector ranks second with 14.9%.
- The telecommunications sector has the lowest percentage of women directors with 3.2%.
- The retail sector has the highest percentage (21.0%) of women executive officers. The financial sector follows with 17.5%.
- The electronics sector has only 2.9% women executive officers.

Company Size Makes a Difference

- Overall, the largest companies have larger boards and about three times as many women directors as the smallest companies.
- California has 11 Fortune 100 companies. Ten of these have at least one woman director.
- Companies with revenues below $300 million have only 5% of board members who are women.
- There is a slight correlation between corporate size and the percentage of women executive officers.
- Companies with revenues between $2 billion and $5 billion have the highest percentage of women executive officers (14.6%).

Location Makes a Difference

- Most of the companies are located in Southern California (49%) and the San Francisco Bay Area (47%).
- The Bay Area companies have 1% more women directors on average than Southern California companies.
- Among counties with at least 20 companies, the Bay Area has the county with the greatest number of women directors, San Francisco County (16.9%), as well as the least: Silicon Valley (Santa Clara County, 7.3%).
- Companies in the Central Coast and the Bay Area have the highest percentages of women executives officers; 12.8% and 12.1%, respectively.
- Three of the seven Bay Area counties are among the state’s top six with respect to the percentage of women executive officers.
- San Francisco and Marin counties are also the top regions for women executive officers, both with 20% women executives.
- Silicon Valley (Santa Clara County) has only 9.1% women executive officers.