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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE RESOLUTION

No. 273 Session of  
2017

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INTRODUCED BY HARPER, CORBIN, DEAN, MURT, FREEMAN, DONATUCCI,  
DAVIS, TOOHIL, V. BROWN, HELM, BULLOCK, HILL-EVANS, BOBACK,  
DeLISSIO, READSHAW, MUSTIO, DiGIROLAMO, ROZZI, DRISCOLL,  
BIZZARRO, SOLOMON, CONKLIN, D. COSTA, KINSEY AND KIM,  
APRIL 25, 2017

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INTRODUCED AS NONCONTROVERSIAL RESOLUTION UNDER RULE 35,  
APRIL 25, 2017

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A RESOLUTION

1 Encouraging equitable and diverse gender representation on the  
2 boards and in senior management of companies in Pennsylvania.

3 WHEREAS, Equitable and diverse gender representation in the  
4 leadership ranks of companies in Pennsylvania is essential to  
5 enhance the competitive position of this Commonwealth in the  
6 global economy; and

7 WHEREAS, Women in the United States earned 36.5% of master of  
8 business administration degrees in 2012-2013 and 57.1% of  
9 bachelor's degrees, 59.9% of masters degrees and 51.8% of  
10 doctorate degrees in 2013-2014; and

11 WHEREAS, Women made up 47% of the United States labor force  
12 and 52% of all professional-level jobs in 2012; and

13 WHEREAS, According to the Bureau of Labor Statistics, women  
14 made up 43.9% of the labor force in Pennsylvania in 2015; and

15 WHEREAS, In Pennsylvania in 2016, women held 17.2% of board  
16 seats at Fortune 1000 companies and 12.7% of executive positions

1 in the largest 100 public companies headquartered in  
2 Pennsylvania; and

3 WHEREAS, Of these 100 companies, 41 have no women in  
4 executive positions, 18 have no women on their boards of  
5 directors, 41 have only 1 woman on their boards and 9 have no  
6 women on their boards of directors or in their executive suites;  
7 and

8 WHEREAS, In the Philadelphia region, where nonprofit  
9 colleges, universities and health systems account for a  
10 significant part of the regional economy, providing 37% of the  
11 jobs in the City of Philadelphia alone, university and hospital  
12 board seats held by women were 29% and 24%, respectively, in  
13 2014, the last year for which public records are available; and

14 WHEREAS, The Catalyst Research Center for Equity in Business  
15 Leadership issued an overview, Women on Corporate Boards  
16 Globally, which emphasizes the benefits of gender-balanced  
17 boards; and

18 WHEREAS, Catalyst's research series, The Bottom Line, found  
19 that companies with more women on boards had better financial  
20 results than those with fewer women and that companies with  
21 sustained high representation of women board directors, defined  
22 as having 3 or more women board directors in at least 4 of 5  
23 years, significantly outperformed those with sustained low  
24 representation by 84% on return on sales, 60% on return on  
25 invested capital and 46% on return on equity; and

26 WHEREAS, Catalyst's overview, Women on Corporate Boards  
27 Globally, cites findings that companies with fewer women on  
28 boards had more governance-related controversies than average;  
29 and

30 WHEREAS, The Forum of Executive Women, a membership

1 organization of more than 450 women executive leaders actively  
2 working to leverage the collective power of women's leadership  
3 in the Greater Philadelphia region, has been issuing an annual  
4 "Women on Boards Report" for many years on the status of women  
5 leaders in top area public companies, with PwC serving as the  
6 report's sponsor and research partner; and

7 WHEREAS, The Forum of Executive Women chose the theme "Forces  
8 pushing for progress in the boardroom and C-suite" for the 2016  
9 "Women on Boards Report" because experience shows that it takes  
10 multiple strategies and multiple forces to get more women into  
11 the ranks of leadership: female and male business leaders,  
12 advocacy organizations, shareholders, investors, employees,  
13 customers and elected officials all can be powerful forces for  
14 challenging the status quo; and

15 WHEREAS, Women in the Workplace 2016, a comprehensive study  
16 of the state of women in corporate America conducted by  
17 LeanIn.Org and McKinsey & Company, emphasized that:

18 [w]omen are less likely to receive the first critical  
19 promotion to manager--so far fewer end up on the path  
20 to leadership--and they are less likely to be hired  
21 into more senior positions. Women also get less access  
22 to the people, input, and opportunities that  
23 accelerate careers. As a result, the higher you look  
24 in companies, the fewer women you see;

25 and

26 WHEREAS, Catalyst's overview, Women on Corporate Boards  
27 Globally, indicated that research from many scholars and  
28 organizations, including Catalyst, had found that three or more  
29 women serving on a board "changes boardroom dynamics  
30 substantially," "enhances the likelihood that women's voices and

1 ideas are heard" and creates a "critical mass" of women which  
2 can lead to better financial performance"; therefore be it

3       RESOLVED, That the House of Representatives find that the  
4 Commonwealth of Pennsylvania has a significant stake in  
5 promoting equitable and diverse gender representation in the  
6 public, private and nonprofit leadership ranks of Pennsylvania  
7 companies, institutions and State and local government; and be  
8 it further

9       RESOLVED, That all nonprofit, privately held and publicly  
10 traded institutions and companies doing business in this  
11 Commonwealth should undertake a commitment to increase the  
12 gender diversity on their boards of directors and in senior  
13 management positions and set goals by which to measure their  
14 progress; and be it further

15       RESOLVED, That the House of Representatives urge that by  
16 December 31, 2020, all nonprofit, privately held and publicly  
17 traded institutions and companies doing business in this  
18 Commonwealth have a minimum of 30% of women directors and  
19 measure their progress toward a goal of equal representation of  
20 men and women in leadership positions on an annual basis.