
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 114 Session of
2019

INTRODUCED BY KENYATTA, DONATUCCI, HILL-EVANS, T. DAVIS,
WEBSTER, MURT, KINSEY, FREEMAN, NEILSON, KIRKLAND, DALEY,
BULLOCK AND DAWKINS, MARCH 6, 2019

REFERRED TO COMMITTEE ON COMMERCE, MARCH 6, 2019

A RESOLUTION

1 Encouraging equitable and diverse gender representation on
2 corporate boards and urging more corporate leadership
3 opportunities for women in this Commonwealth by 2021.

4 WHEREAS, In 2018, California became the first state to
5 require publicly traded companies to have at least one woman on
6 their board of directors; and

7 WHEREAS, Gender diversity is an important element of
8 corporate performance; and

9 WHEREAS, A study by Credit Suisse Research shows that
10 companies with at least 15% of women as senior managers had more
11 than 50% higher profitability than those with less than 10%; and

12 WHEREAS, Only 16.6% of directors on corporate boards in the
13 United States are women, which is behind that of countries such
14 as Norway, France, Australia and South Africa; and

15 WHEREAS, The number of women on corporate boards has doubled
16 since 1997, but there has been relatively little to no growth in
17 recent years; and

18 WHEREAS, Between 2013 and 2016, around 40% of women added to

1 corporate boards globally were added as an additional member
2 rather than a replacement, and companies were 35% more likely to
3 drop a male director to improve diversity than to add a woman;
4 and

5 WHEREAS, Multiple studies have shown that at current rates it
6 will take 40 years to reach gender parity on corporate boards;
7 therefore be it

8 RESOLVED, That the House of Representatives encourage
9 equitable and diverse gender representation on corporate boards
10 and urge that by 2021 every publicly held corporation in this
11 Commonwealth with nine or more director seats have a minimum of
12 three women on its board, every publicly held corporation with
13 five to eight director seats have a minimum of two women on its
14 board and every publicly held corporation with fewer than five
15 director seats have at least one woman on its board; and be it
16 further

17 RESOLVED, That the House of Representatives acknowledge that
18 companies perform better when their boards and executive
19 leadership teams include women and that this Commonwealth has a
20 significant stake in both protecting shareholders in publicly
21 traded companies as well as in developing policies which enable
22 them to perform better.