

March 9, 2021

House Committee on Rules,

I am writing in support of HB 3110, Diversity on Corporate Boards. I was part of a team of Association of University Women (AAUW) of Ashland Oregon who drafted the report, The Case for Legislation Mandating Gender Diversity On the Boards of Oregon's Publicly Held Companies , that was used to develop the legislation. This study is the result of the commitment of the members of AAUW of Oregon who work year round advocating for public policy that advances equity for women and girls. Although the report focuses on gender equity, HB 3110 also mandates diversity for underrepresented people.

With the passage of this legislation, Oregon can join the nation along with eleven other states that have passed or are considering passage of similar legislation for diversity on corporate boards. It is a matter of business imperative to utilize the vast professional, educational, and intellectual talent of women and underrepresented people. Diversity on corporate boards brings different thinking, fresh perspectives, and the experiences of a cross-section of stakeholders that increases competitive advantage and the bottom line (McKinsey & Company 2018). In plain terms, it's just "good for business".

As a long standing member of AAUW of Oregon, I support legislation that promotes equity for women, girls and underrepresented people of all genders who have been not be given equal access to higher levels of decision-making in corporate America. If passed HB 3110, will begin to address this lack of access.

I respectfully urge you to support HB 3110, Diversity on Corporate Boards.

Thank you for your public service.

Regards,

Regina Ayars
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