

March 11, 2021

Honorable Barbara Smith Warner, Chair  
House Committee on Rules  
Oregon State Legislature  
900 Court Street, NE  
Salem, OR. 97301

To: Chair Barbara Smith Warner and Members of the House Rules Committee

This letter is in support of HB 3110 which requires publicly traded corporations to diversify their respective boards of directors.

As a former state agency director currently in corporate leadership, I've had the privilege of being a diverse leader and witnessing the benefits of diversity at the highest levels of leadership. A corporation's board of directors plays a critical role in decision making related to strategy, high-level organizational structure and, in many cases, the appointment of the CEO. The diversification of boards can be a significant step in broadening the pool of those selected to serve in high ranking corporate roles.

The world is diverse. The customers, clients, communities and shareholders served by corporations are diverse. Diversity is a reality. Creating solutions to benefit the myriad of diverse stakeholders means tackling one set of issues from various angles. Productive board discussions require diverse perspectives. This bill ensures that Oregon continues movement toward progress.

Professionally Yours,  
Nia Ray, Former Director, Oregon Department of Revenue  
Current State Government Affairs Director, Cigna