



From the office of
REPRESENTATIVE KARIN POWER
House District 41

Chair Smith Warner, Vice Chair Drazan, Vice Chair Holvey, and members of the committee,

For the record, my name is Karin Power and I represent House District 41. Thank you for allowing me to bring House Bill 3110 to this committee for your consideration today.

I introduced HB 3110 in collaboration with the Association of University Women (AAUW) of Oregon and am grateful for the number of legislators who have signed on to support this bill.

If you'll remember, in 2015, a *New York Times* analysis caught the public's attention when it found that there were nearly as many men named John in American CEO roles as there were women. The report noted that at the time, women made up 50.8 percent of the population and 57 percent of college graduates, while Johns made up only 3.3 percent of those groups. The 2018 update to this analysis further found that the percentage of women corporate board members increased from 16% in 2015 to 19%. However, a 2020 *Harvard Business Review* analysis found that 37% of S&P 500 firms did not have any Black board members in 2019 and Black directors comprised just 4.1% of Russell 3000 board members that same year. Furthermore, the study found that it's rare for multiple candidates to be considered for an open board seat. Thus, pre-existing relationships (or the lack thereof) also serves as a barrier to recruitment: while 35% of white directors were known to a fellow board member prior to being appointed, over 50% of Black directors were introduced to the board based on existing relationships. The second most common way that Black directors joined a board was through a third-party executive search firm. As the authors of this piece in the *Harvard Business Review* noted, "because corporate America is predominantly led by white men, this type of network-based recruiting can perpetuate long-standing racial inequities."

HB 3110 seeks to have Oregon follow in the footsteps of fellow states that have introduced or enacted legislation to course-correct these structural barriers to diverse and female-identified corporate board member recruitment. As you'll hear from others on the record, this work is long overdue. I thank you for the opportunity to join you today and present this bill for this committee's consideration, and I urge your support.