

# Senate Select Committee on Women, Work, & Families

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### How diversity correlates with better financial performance

Likelihood of financial performance above industry median, by diversity quartile

**15%**

more likely  
to outperform

Gender-diverse  
companies

**35%**

more likely  
to outperform

Ethnically diverse  
companies

Source: McKinsey Diversity Database

<sup>1</sup> McKinsey & Company, Diversity Matters, by Vivian Hunt, Dennis Layton, Sara Prince, February 2, 2015.  
<http://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>

### 2015 McKinsey Diversity Study

Having women on your board is good for your bottom line.

- Women make up 50% of the Workforce
- Women earn 57% of bachelor's degrees
- Over 62% of master's degrees
- Over 53% of PhDs, medical degrees & law degrees in the US

## 2016-17 Major Initiatives

### Thirty Percent Coalition

- 81 engagement letters
- 23 companies appointed 24 women

### 4 Coalition

- 61 engagement letters
- Board effectiveness, Refreshment & Search Process

### California

- 87 engagement letters
- 20 companies appointed 22 women

### Enhanced Diversity

- Engaged 10 companies on human capital

## Partnership Engagements



## Speaking Engagements



# Stanford

Ctr. for Advancement  
Women's Leadership

Clayman Institute  
for Gender Research



Questions?



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