

## HOUSE RESOLUTION NO. 76

Reps. Kuppa, Cavanagh, Clemente, Young, Pohutsky, O'Neal, Thanedar, Tyrone Carter, Hope, Brabec, Brenda Carter, Neeley, Weiss, Koleszar, Bolden, Garza, Scott, Ellison, Lasinski and Jones offered the following resolution:

1       A resolution to memorialize the Congress of the United States  
2 to enact legislation to require corporations to disclose their  
3 corporate leadership data.

4       Whereas, Equitable and diverse gender representation in  
5 leadership positions in Michigan is essential to enhance the  
6 competitive position of this state in the global economy; and

7       Whereas, Publicly held companies with women serving on their  
8 boards of directors are more competitive. Numerous independent  
9 studies have concluded that these companies have higher reported  
10 earnings per share, higher return on equity, stronger governance

1 structures and transparency, improved stock performance, and higher  
2 net income growth; and

3       Whereas, The presence of women in the boardroom creates a more  
4 positive work environment for women. Studies have found that women  
5 serving on a corporate board can substantially change the dynamics  
6 of the boardroom, enhance the likelihood that women's voices are  
7 heard, and reduce the perception of women as outsiders in positions  
8 of leadership; and

9       Whereas, Women are currently underrepresented on corporate  
10 boards of directors and other leadership positions in Michigan.  
11 Women comprise only 21 percent of directors and 19 percent of  
12 executive officers at Michigan public companies. Women comprise  
13 only 12 percent of named executive officers, with nearly 60 percent  
14 of Michigan public companies having none at all; and

15       Whereas, Women of color are even further underrepresented in  
16 corporate leadership spots. At Michigan public companies, they hold  
17 only 2 percent of board seats and 2 percent of executive officer  
18 and named executive officer positions; and

19       Whereas, Women continue to face significant barriers to  
20 reaching leadership positions throughout their careers. Studies  
21 show that women are less likely to receive the critical first  
22 promotion to manager, are less likely to be hired into more senior  
23 positions, and have less access to opportunities that accelerate  
24 their career. If women's ascension to leadership positions  
25 continues at the current rate in Michigan, it will take another 34  
26 years to reach equity with men; and

27       Whereas, Requiring corporations to publicly disclose  
28 leadership gender diversity data will lead to increased  
29 opportunities for women in the corporate arena. Requiring

1 disclosures can impact how companies address gender diversity. It  
2 can also lead to external pressure from investors and the public to  
3 address the issue; now, therefore, be it

4       Resolved by the House of Representatives, That we memorialize  
5 the Congress of the United States to enact legislation to require  
6 corporations to disclose their corporate leadership data; and be it  
7 further

8       Resolved, That copies of this resolution be transmitted to the  
9 Speaker of the United States House of Representatives, the  
10 President of the United States Senate, and the members of the  
11 Michigan congressional delegation.