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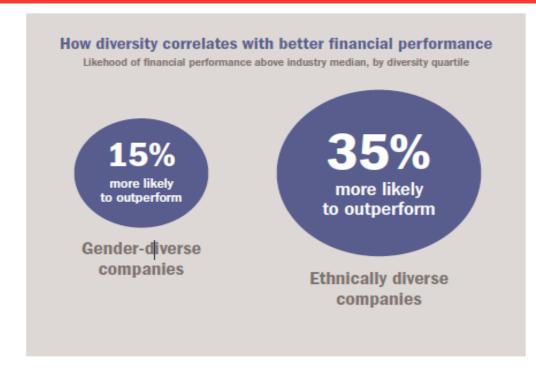
Senate Select Committee on Women, Work, & Families August 29, 2017

Anne Sheehan
Director of Corporate Governance
CalSTRS



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Better Financial Performance = Better Returns



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

Source: McKinsey Diversity Database

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

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Diversity Engagements

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

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Questions?



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