

House Committee on Rules
Testimony for the Corporate Diversity Bill (HB 3110)
3/11/21

My name is Dr. Sharron Noone. I live in Portland, Oregon. I am an Oregon native and have lived in Oregon my entire life. I am a member of the American Association of University Women. I write this letter in support of HB 3110.

In my professional career, I investigated civil rights cases, taught civil rights law and worked for two Fortune 500 companies to defend against civil rights law suits. Inclusion of women or people of color at the top or on the Board of organizations was rare but, in some cases, made a difference to the corporate culture and acceptance of diversity.

Even though many corporate boards give lip service to honoring diversity, the truth of the situation is in the actual composition of these boards. Most corporate boards are populated by white men. In 2018, 61% of Fortune 100 boards were comprised of white men as opposed to 19% white women, 6% minority women, and 14% minority men. In Oregon, the largest publicly traded companies show an average of only 21% of board seats were held by women in 2019.

This situation is both ethically and financially dysfunctional. Organizational performance and culture are typically enriched by a diverse set of opinions and experiences, as is the society in general. I urge you to support this bill.