

ISS Governance,

As a former Chief Innovation Officer and current board member of The Alumni Society, a membership organization with over 4,000 Hispanic American middle to senior-level executives, and alums from the Top 20 leading Colleges and Universities in the United States, I employ ISS to leverage this historic opportunity to advance transparency to achieve diversity and inclusion in the corporate board room. The data also offers us the opportunity to identify and celebrate high-performing companies led by diverse boards and leadership. The Board Diversity, Race and Ethnicity (U.S.) policy change should recommend voting against the chair of the nominating committee based on two factors: 1) lack of disclosure of board demographics based on the race and ethnicity of each board member; and 2) where there are no identified racial or ethnically-diverse board members.

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