

Emerging State Board Diversity Laws Encourage Proactive Approach

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Kathy Jaffari discusses steps that some states are taking to increase diversity on corporate boards. While some states mandate diversity quotas, others strongly encourage diversity through reporting efforts. Regardless of why companies strive to achieve diversity on their board, it is imperative that they view diversity as a benefit rather than a requirement. “The key is not diversity for diversity sake,” Kathy says. “It is diversity for the betterment of the organization.” Board members are there to help, support, and manage risks, and to be a team player alongside management. Doing that effectively means asking the right questions and addressing the right issues—and that comes with diversity, she adds. “Diversity in any room is a value-add, because it brings diversity of thought, and diversity of thought provides an opportunity for diversity of solutions.”

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