Breaking the cycle of boardroom uniformity

Diversity on today's corporate boards is a business imperative, not just demographically but in skillset, perspective and experience. Explore how 300 board members and C-suite executives in the U.S. regard diversity and related recruiting policies.

www.deloitte.com/us/boarddiversitysurvey

Many boards today perpetuate a cycle of uniformity and fail to achieve diverse perspectives

With a traditional pipeline, many boards lack a more progressive recruiting process—which can be critical for disrupting the status quo

87% of respondents agree that retired or acting CEOs make the most effective board members.

Only 52% have a process for recruiting candidates who bring disruptive perspectives.

Only 46% of respondents have a process for recruiting candidates with diverse skillsets.

Reconsidering term limits and age requirements can help move boardrooms forward

87% of respondents think corporate boards should have term limits.

85% of respondents think corporate boards should have a required retirement age.

Almost 9/10 respondents agree that term limits and required retirement ages would be useful.

To capitalize on diverse perspective, there should be multiple paths to the boardroom

75% of respondents consider candidates based on their resume rather than experiences.

44% consider C-suite experience top criteria.

19% of the candidates considered are under-represented racial minorities, 16% of which are women.

81% of respondents would expect multiple members to find non-executive candidates unqualified.

BOARDS OF TODAY

Sea of sameness

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BREAKING THE CYCLE OF UNIFORMITY

An evolution for boardrooms

Less emphasis on professional experience and more on life experience

Diversity of age, thought, and background serve as criteria

More board members who come from diverse racial backgrounds

Less bias can bring broader skillsets and perspectives

More diversity can enhance ability to innovate and disrupt