

A Year Of IMPACT

LCDA Is About Action and Results

By every measure, **2021 was our single most impactful year, with greater results than the previous 4 years combined.** This level of accomplishment was the result of steady, strategic growth alongside the LCDA and Foundation Boards of Directors, and the support of our members and sponsors who made our immense progress possible.

As we begin 2022, we're building on this success, with the organization poised to achieve even greater impact in the years to come. This spring, we will be launching an additional BoardReady Institute (BRI) to prepare more Latinos for the boardroom and keep pace with growing demand. With growth in membership, we'll be introducing new ways for members to connect and build community. We remain evermore focused on doubling down our efforts to increase Latinos in corporate boardrooms.

We're pleased to share this 2021 recap with highlights from our successful year.



Esther Aguilera
PRESIDENT & CEO



Roel Campos
LCDA BOARD CHAIR



Powering Latino Talent and Inclusion on Corporate Boards

LCDA MISSION STATEMENT

LCDA is a community of US Latinos at the highest levels of corporate leadership that are committed to paying it forward.

Our mission is to develop, support, and increase the number of US Latinos on corporate boards. LCDA's strategy to accelerate Latino placements on corporate boards is focused on *three areas:*



Grow
Demand

LCDA is moving the needle by serving as an advocate and a resource for board placement.



Grow
Supply

The Latino Corporate Directors Educational Foundation's (LCDEF) BoardReady Institute (BRI) is positioning and growing the pool of highly credentialed Latino executives.



Raise
Awareness

LCDA produces original research, engages media, and hosts exclusive programming.

Supply

Leading With Talent



↑ 3x Membership increase since 2018

Gender Composition

58%	42%
Male	Female

Governance Reach

56%	Serve on a Public Board
62%	Serve on a Private Board*

*Revenue over \$250mm



4 New Curriculum Partners

10 BoardReady Institute program Sessions hosted

BRI 40%+

Increase in participation in *BoardReady Institute program

*BoardReady Institute (BRI) is a comprehensive program designed to surface, prepare, and position senior Latino executives for boardroom success.

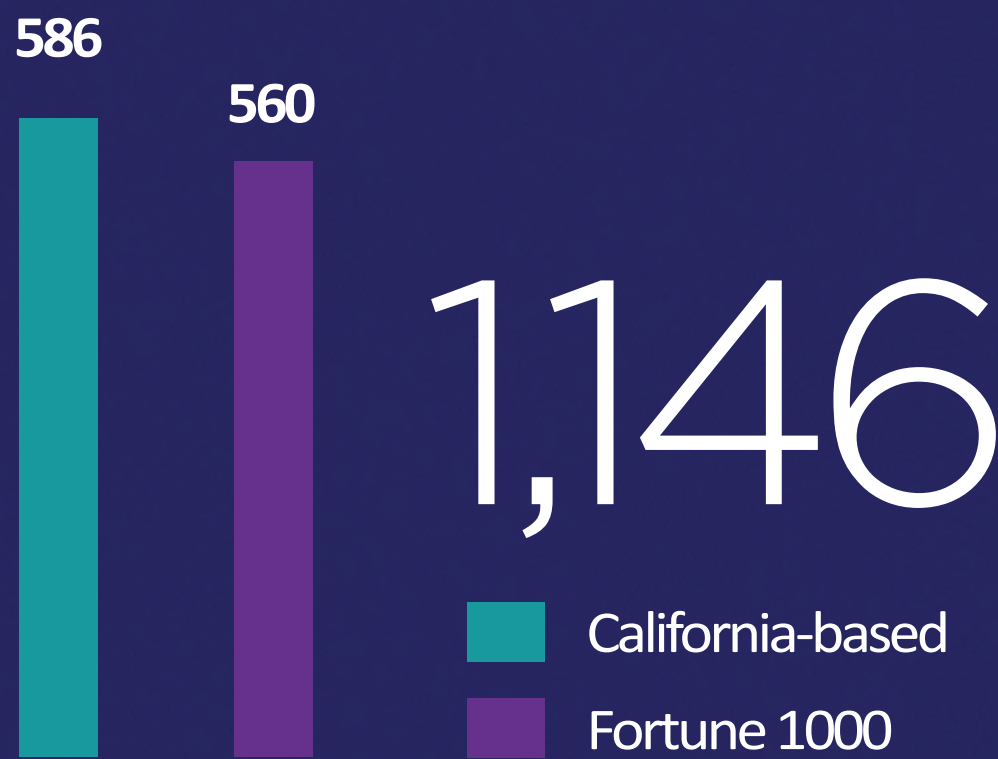
Demand

Moving the Needle

LATINO VOICES FOR BOARDROOM EQUITY

In 2020, LCDA launched Latino Voices for Boardroom Equity (LVBE), a coalition assembled to engage public companies lacking Latinos on the board.

Public Companies Targeted



347 Public board appointments filled by a Hispanic/Latino
Compared to 100 in 2020.

1st 50% First-Time Directors

43% Newly Appointed Latina Directors

218 Board opportunities LCDA supported with referrals. Surpassing the last 3 years combined.

Raising Awareness

Producing Unique Research And Elevating Our Story

LEADING WITH RESEARCH



1

Latino Board Monitor

Introduced the first report featuring F1000 companies with and without Latinos

2

Latino Representation on Fortune 1000 Boards

In partnership with KPMG, published second annual F1000 review of Latino talent

3

California Boardroom Equity Scorecard

Monitoring the impact of SB826 and AB979 on the Latino community

4

Talent Intelligence Reports

Introduced the first of its kind talent intelligence reports highlighting Latino board and executive movement

ELEVATING OUR STORY



2000+

National Media Coverage



500K+

Combined Views from Facebook, LinkedIn, Twitter, and YouTube



100+

CEO Speaking Engagements

Convening

Learning And Powerful Networking

BY THE NUMBERS

 332

Attendees for LCDA's premier Board Leaders Convening, the largest networking event of Latino directors, leaders and board influencers

 12

Number of sessions hosted on leading board governance trends

 300+

Views of LCDA's BoardWise Virtual Series

FEATURED SPEAKERS



Fernando Aguirre

FORMER CHAIRMAN, PRESIDENT AND CEO, CHIQUITA BRANDS INTERNATIONAL, INC.; DIRECTOR: BARRY CALLEBAUT AG, CVS HEALTH CORP, SYNCHRONY FINANCIAL



Jessica Alba

FOUNDER AND CHIEF CREATIVE OFFICER, THE HONEST COMPANY



Chip Bergh

PRESIDENT AND CEO, LEVI STRAUSS & CO.; DIRECTOR: HP INC.



Hayden Brown

PRESIDENT AND CEO, UPWORK



Sandra Campos

FORMER CEO, DVF; DIRECTOR: BIG LOTS



Jim Coulter

CO-FOUNDER AND EXECUTIVE CHAIR, TPG



Tony Ibarguen

CEO QUENCH USA, DIRECTOR: FEDERAL RESERVE BANK OF PHILADELPHIA; INSIGHT ENTERPRISES, INC.



Paul Knopp

CEO, KPMG US



Enrique Lores

PRESIDENT AND CEO, HP INC.; DIRECTOR: PAYPAL HOLDINGS



U.S. Senator Robert Menendez



Oscar Munoz

FORMER CEO & EXECUTIVE CHAIRMAN, UNITED AIRLINES HOLDINGS; DIRECTOR: ARCHER AVIATION, CBRE, UNIVISION



Jon Winkelried

CEO, TPG

Distinguished Director of the Year



Rick Hernandez









CHAIRMAN, INTER-CON SECURITY SYSTEMS; CHAIR, MCDONALD'S CORP.; DIRECTOR: CHEVRON CORP.

Leadership








LCDA Board of Directors

 Roel Campos CHAIR	 Elizabeth Oliver-Farrow CO-VICE CHAIR	 Al Zapanta CO-VICE CHAIR	 Adis Vila SECRETARY	 Jose R. Rodriguez TREASURER
 Alejandro Silva BOARD MEMBER	 Ana Dutra BOARD MEMBER	 Dolores Kunda BOARD MEMBER	 Jose Luis Prado BOARD MEMBER	 Judge Nelson Diaz BOARD MEMBER
 Kimberly Casiano BOARD MEMBER	 Patricia Salas Pineda BOARD MEMBER	 Tom Castro BOARD MEMBER	 Victor Arias BOARD MEMBER	

LCDEF Board of Directors

 Ana Dutra CO-CHAIR	 Dolores Kunda CO-CHAIR	 Rafael Diaz-Granados, VICE CHAIR
 Judge Nelson Diaz TREASURER	 Susan Angele SECRETARY	 Pedro DeJesus BOARD MEMBER
 Noreen Gillen, CFP, CRPC, CPWA BOARD MEMBER	 F. Daniel Siciliano, J.D. BOARD MEMBER	

LCDA/LCDEF Team

 Esther Aguilera PRESIDENT & CEO	 Carmen Joge VICE PRESIDENT, OPERATIONS & GOVERNANCE	 Kathy Jurado Munoz VICE PRESIDENT, ADVOCACY & DEMAND	 Oswaldo "Ozzie" Gromada Meza VICE PRESIDENT, MEMBER & TALENT SERVICES
 Monique Navarro DIRECTOR, MARKETING & COMMUNICATIONS	 Wendy Sturley DIRECTOR, CONTENT & EVENTS	 Ana Maria Soto DIRECTOR, LCDEF BOARDREADY INSTITUTE	 Lisa Hodges MANAGER, LCDEF BOARDREADY INSTITUTE
 Adeola Oyelabi MANAGER, TALENT SERVICES	 Bianca Hampel OFFICE ACCOUNTING & EXECUTIVE ASSISTANT		

Powerful Partners

Increased Number Of Sponsors By Nearly 77% Over 2020



FOUNDING & GOLD LEVEL PARTNER



CONVENING HOST



GOLD LEVEL PARTNERS



CHAIR LEVEL & CONVENING PARTNERS



SHAREHOLDER LEVEL PARTNERS



BOARDROOM LEVEL PARTNERS



STRATEGIC PARTNERS | SEARCH FIRMS



STRATEGIC PARTNERS | PRIVATE EQUITY



TECHNOLOGY PARTNER

Archer Aviation
Kansas City Southern
Mutual of America
Tampico Beverages
VistaGen Therapeutics
Wind Point Partners

FRIENDS & SUPPORTERS