

# A Year Of GROWTH



# 2022, A Year of Growth

**Board talent, influence, and board placements are what distinguishes LCDA.**

2022 proved to be a year of **tremendous growth** for LCDA! We grew the board pipeline and influenced board placements, surpassed 500 members, held our largest, most successful Annual Convening, hit record social and media presence, and launched a dozen Member-led regional network gatherings.

LCDA's groundbreaking work is more vital than ever. For the first time, the Latino share of Fortune 1000 company board seats exceeded 4%; but, that pales in comparison to our size in the population. In 2023, we are building on our progress and remain steadfast in our focus to accelerate the number of Hispanics/Latinos in America's corporate boardrooms.

Our members are our biggest asset and partner in advancing the mission. We have built the largest, most powerful network of accomplished and respected Latino Directors and Leaders at the pinnacle of corporate success and governance who are committed to paying it forward.

We have a winning team with our board, members, sponsors, and staff to reach even greater heights. Thank you, LCDA Network!



**Esther Aguilera**  
PRESIDENT & CEO



**Elizabeth Oliver-Farrow**  
LCDA BOARD CHAIR





# *Powering Latino Talent and Inclusion on Corporate Boards*

## LCDA MISSION STATEMENT

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LCDA is a community of Hispanics/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 Hispanics/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.

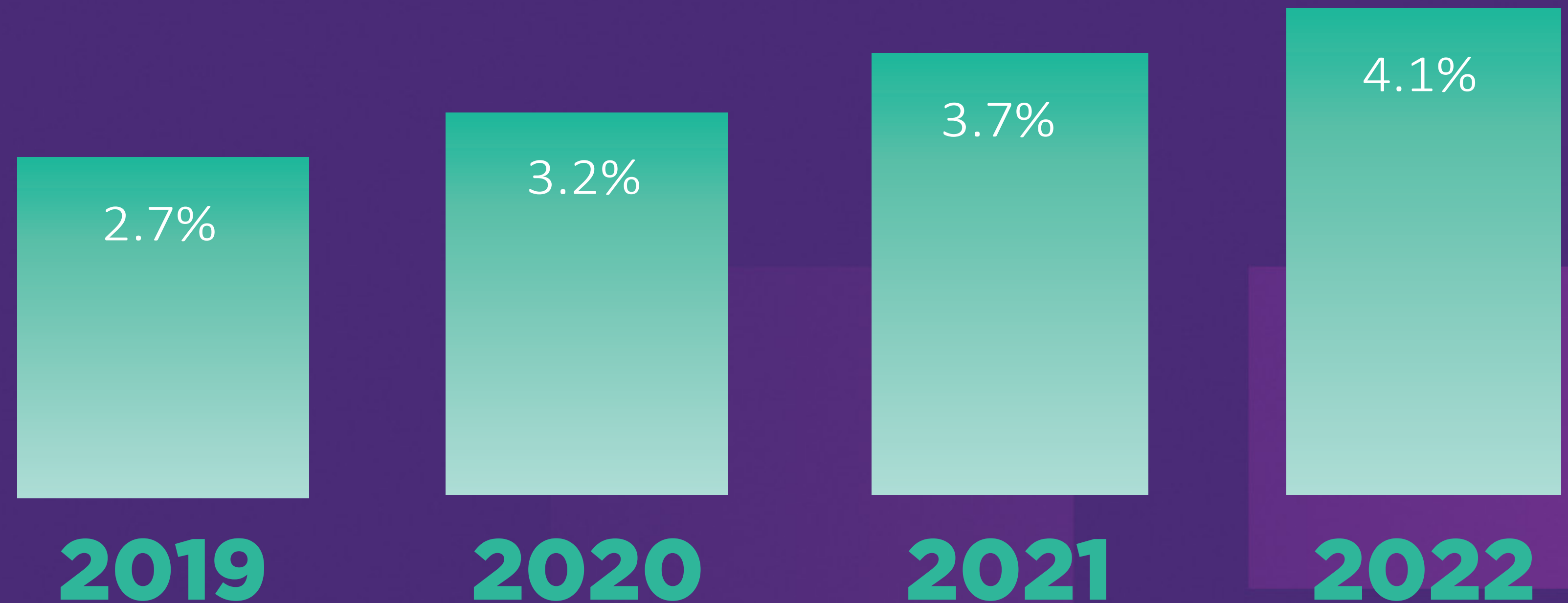
# *Demand*

## Moving the Needle

Through the collective efforts of LCDA, its members, and network we have influenced board placements.

While some progress is good, Latinos remain the least represented of any major group.

### FORTUNE 1000 BOARD SEATS HELD BY LATINOS



Source: Latino Representation on Fortune 1000 Boards, 2022 edition, LCDA and KPMG, LLP. Data as of June 30th of each year.

# Demand

## Comprehensive Approach

### 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.

Since its inception, LVBE connected with



1,608  
Public Companies

### TALENT SERVICES

188

Public board appointments filled by a Hispanic/Latino, a record number of appointments in the S&P 500, Russell 3000, and Fortune 1000

1<sup>st</sup>

53%

First-Time Directors



37%

Newly appointed Latina Directors



230

LCDA Supported Board Searches (largest impact to date)

# Supply

## Leading With Talent



↑ 46% Membership increase since 2021

### Gender Composition

60% 40%

Male

Female

### Governance Reach

40% Serve on a Public Board

37% Serve on a Private Board



## Goldman Sachs

Spring BRI Host Partner

Morgan Stanley

Fall BRI Host Partner



BRI Presenting Partner



BRI New Curriculum Partner



5x

Increase of Executives Prepared for Board Service\*\*



4x

Increase in BoardReady Institute (BRI) Certified Executives\*\*

\*BoardReady Institute (BRI) is a comprehensive set of programs designed to prepare and position new directors and board-aspiring executives for boardroom success.

\*\*All metrics are for 2022 in comparison to 2021.



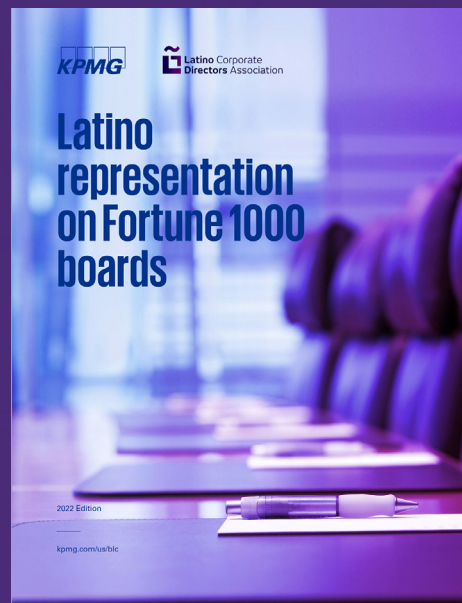
# Raising Awareness

Producing Unique Research And Elevating Our Story

## LEADING WITH RESEARCH



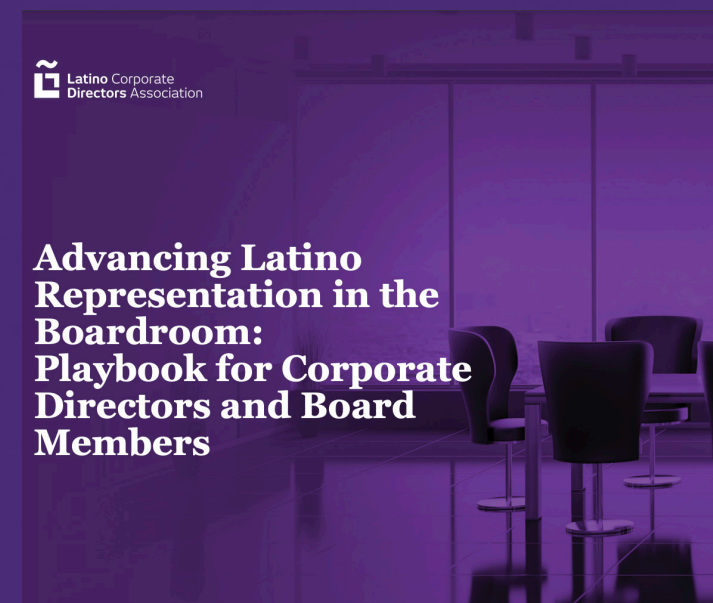
- 1 Latino Board Monitor**  
Released the second annual report featuring Fortune 1000 companies with and without Latinos



- 2 Latino Representation on Fortune 1000 Boards**  
In partnership with KPMG, published third annual Fortune 1000 review of Latino talent



- 3 California Boardroom Equity Scorecard**  
Monitoring the impact of SB826 and AB979 on the Latino community



- 4 Advancing Latino Representation in the Boardroom**  
A summarized view of our most recently published Latino Board Monitor and Latino Donor Collaborative's 2022 US Latino GDP Report



- 5 Talent Intelligence Reports**  
Exclusive partner reports raising awareness of LCDA Members and Latino board appointments

LCDA research was featured in the annual reports of California Partners Project, Diligent, Equilar, Out Leadership.

## ELEVATING OUR STORY



**238%**  
Increase in National Media Coverage from 2021



**122%**  
Increase in Engagement Across Social Media Platforms



**558%**  
Increase in Key Business Media Coverage from 2021



# Annual Board Leaders Convening

Learning and Powerful Networking

Host **Morgan Stanley** Diamond Founding & Convening Presenting Partner



## BY THE NUMBERS



Registrants for LCDA’s 7th Annual Board Leader’s Convening, the largest learning and networking event for Latino directors, leaders, and board influencers



Sessions presented on leading board governance topics



Attendees for LCDA’s BoardWise Virtual series

## FEATURED SPEAKERS



**James P. Gorman**  
CHAIRMAN & CEO,  
MORGAN STANLEY



**Sylvia Acevedo**  
FORMER CEO, GIRL SCOUTS  
OF THE USA; DIRECTOR:  
CREDO TECHNOLOGY GROUP  
HOLDING LTD; QUALCOMM  
INC.



**Cristiano Amon**  
PRESIDENT & CEO,  
QUALCOMM, INC



**Curtis C. Farmer**  
CHAIRMAN, PRESIDENT & CEO  
COMERICA INCORPORATED &  
COMERICA BANK



**Michael F. McNally**  
CHAIR, GRANITE  
CONSTRUCTION  
INCORPORATED



**Elizabeth Oliver-Farrow**  
LCDA BOARD CHAIR; DIRECTOR:  
HISPANIC COMMUNICATIONS  
NETWORKS LLC



**Michael Bender**  
FORMER PRESIDENT & CEO  
OF EYEMART EXPRESS, LLC  
& FORMER COO, GLOBAL  
ECOMMERCE, WALMART, INC;  
DIRECTOR: ACUITY BRANDS,  
INC; KOHL’S CORP.



**Kim Casiano**  
DIRECTOR: FORD MOTOR  
CO.; MUTUAL OF AMERICA  
FINANCIAL GROUP



**Bertha Coombs**  
CNBC REPORTER



**The Hon. Carlos Gutierrez**  
FORMER SECRETARY OF  
COMMERCE, FORMER CEO  
OF KELLOGG; DIRECTOR:  
EXELON CORP; METLIFE INC.;  
OCCIDENTAL PETROLEUM CORP.



**Gisel Ruiz**  
FORMER COO, SAM’S CLUB;  
DIRECTOR: CRACKER BARREL  
OLD COUNTRY STORE, INC.;  
EXECUTIVE NETWORK  
PARTNERING CORP; UNIVISION  
HOLDINGS, INC.; ULTA BEAUTY  
INC.; VITAL FARMS, INC



**Geisha Williams**  
FORMER PRESIDENT & CEO,  
PG&E; DIRECTOR: SIEMENS  
ENERGY



**Joe Alvarado**  
FMR CHM/CEO/COO,  
COMMERCIAL METALS;  
DIRECTOR: ARCOSA, INC;  
KENNAMETAL INC.; PNC  
FINANCIAL SERVICES; TRINSEO  
PLC



**Louis Caldera**  
LCDA BOARD, PLANNING  
COMMITTEE CHAIR; DIRECTOR:  
DALLASNEWS CORP; GRANITE  
CONSTRUCTION, INC.; MERITAGE  
HOMES CORP.



**Jose R. Rodriguez**  
LCDA BOARD FIRST VICE CHAIR;  
FORMER PARTNER, KPMG;  
DIRECTOR: CAREMAX, INC.;  
POPULAR, INC; PRIMORIS  
SERVICES CORPORATION



**Debra Sandler**  
DIRECTOR: ARCHER DANIELS  
MIDLAND COMPANY; DOLLAR  
GENERAL CORPORATION;  
GANNETT CO. INC.; KEURIG DR  
PEPPER INC.



# Leadership

## LCDA Board of Directors



**Elizabeth Oliver-Farrow**  
CHAIR



**Jose R. Rodriguez**  
CO-VICE CHAIR



**Adis Vila**  
SECOND VICE CHAIR



**Pedro DeJesus**  
TREASURER



**Ana Dutra**  
SECRETARY



**Joe Alvarado**  
BOARD MEMBER



**Victor Arias**  
BOARD MEMBER



**Bernadette Aulestia**  
BOARD MEMBER



**Luis Caldera**  
BOARD MEMBER



**Roel Campos**  
BOARD MEMBER



**Adela Cepeda**  
BOARD MEMBER



**Cyntia Comparin**  
BOARD MEMBER



**Manny Fernandez**  
BOARD MEMBER



**Dolores Kunda**  
BOARD MEMBER



**Patricia Salas Pindea**  
BOARD MEMBER



**Debra Sandler**  
BOARD MEMBER



**Alejandro Silva**  
BOARD MEMBER

## LCDEF Board of Directors



**Ana Dutra**  
CO-CHAIR



**Dolores Kunda**  
CO-CHAIR



**Pedro DeJesus**  
TREASURER



**Susan Angele**  
SECRETARY



**Noramay Cadena**  
BOARD MEMBER



**Romulo “Romy” Diaz, Jr**  
BOARD MEMBER



**Noreen Gillen, CFP, CRPC, CPWA**  
BOARD MEMBER



**Ricardo Mora**  
BOARD MEMBER



**F. Daniel Siciliano, J.D.**  
BOARD MEMBER



**Gilbert R. Vasquez**  
BOARD MEMBER

## LCDA/LCDEF Team



**Esther Aguilera**  
PRESIDENT & CEO



**Carmen Joge**  
VICE PRESIDENT, OPERATIONS & GOVERNANCE



**Oswaldo “Ozzie” Gromada Meza**  
VICE PRESIDENT, MEMBER & TALENT SERVICES



**Monique Navarro**  
ASSOCIATE VICE PRESIDENT, MARKETING & COMMUNICATIONS



**Wendy Sturley**  
ASSOCIATE VICE PRESIDENT, ENGAGEMENT & EVENTS



**Elizabeth Bille**  
DIRECTOR, DEMAND AND ADVOCACY



**Juan Ortega**  
DIRECTOR, LCDEF BOARDREADY INSTITUTE



**Lisa Hodges**  
MANAGER, LCDEF BOARDREADY INSTITUTE



**Justin Bradley Reyes**  
MANAGER, MEMBER ENGAGEMENT



**Angelica M. Dinh**  
MANAGER, GRAPHIC DESIGN



**Bianca Hampel**  
OFFICE ACCOUNTING & EXECUTIVE ASSISTANT



# Powerful Partners

Doubled Number of Sponsors Over 2020



Morgan Stanley

Goldman Sachs



FOUNDING & DIAMOND LEVEL PARTNER

CONVENING HOST

BOARDREADY INSTITUTE HOST

PLATINUM LEVEL PARTNERS

GOLD LEVEL PARTNERS



JPMORGAN CHASE & CO.

CHAIR LEVEL & CONVENING PARTNERS



SHAREHOLDER LEVEL PARTNERS



BOARDROOM LEVEL PARTNERS

SEARCH & PRIVATE EQUITY PARTNERS



HEIDRICK & STRUGGLES

CHAIRS



SHAREHOLDERS

NORWEST



BOARDROOM

Northern Trust  
Hispanic Communications Network  
Tampico  
Latinas in Tech  
Goldman Sachs Cares  
Kansas City Southern  
Mutual of America

FRIENDS & SUPPORTERS