

# BOARD INSIGHTS

An analysis of Latino Representation on Fortune Boards

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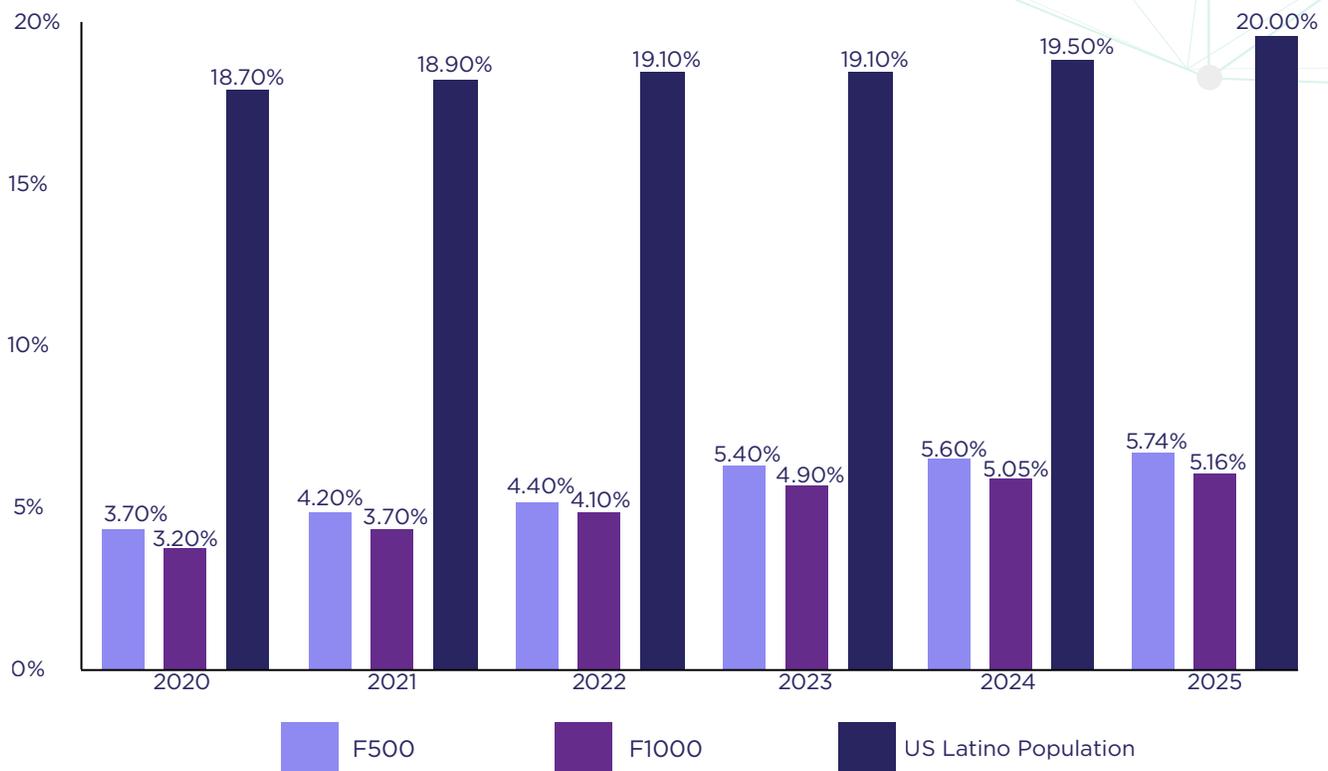


## Introduction

Over the past decade, Latino executive networks have expanded across the country and the data compiled through the LCDA shows several trends. Latinos are the second-largest population group in the United States with more than 68 million individuals and a GDP valued at \$4.1 trillion<sup>1</sup>. Latinos remain the least represented across all corporate board metrics, and continue to see a representation gap compared to other ethnicities.

Progress, while gradual, has been steady. Latino representation on Fortune company boards have improved meaningfully. **A decade ago, nearly nine out of ten public Fortune companies lacked a Latino on their boards**; today, that figure has improved to six out of ten. In addition, the number of companies with two or more Latino directors continues to grow, indicating that inclusion is expanding.

## Latino Representation on Fortune Boards vs US Latino Population



\*2025 Latino Population Numbers are Estimates

LCDA's annual report tracks Latino inclusion on public Fortune 1000 boards by analyzing the age of directors, the number of companies with Latino directors, and the overall representation. The research continues to highlight areas of advancement as well as delays across industries and service patterns.

1: [Source](#): The 2025 Official LDC U.S. Latino GDP Report - Part Two (Latino Donor Collaborative, 2025).

## Industry Representation

Seats are unequally distributed among industries. Most Latino directors can be found in food, beverages, & tobacco; chemicals; engineering & construction; and energy sectors. On the other hand, the sectors least likely to have a Latino are industrials, technology, wholesalers, materials, and healthcare.

The past five years have brought measurable progress but also enduring challenges. It is clear that organizations must take deliberate action to sustain momentum and create lasting opportunities for emerging Latino leaders.

### 2024 Latino Director Representation by Industry

Industry	Percentage with Latino Directors	Number of companies per industry
Food, Beverages, & Tobacco	64%	33
Chemicals	56%	27
Engineering & Construction	52%	29
Energy	52%	91
Business Services	47%	58
Retailing	45%	69
Financials	43%	130
Transportation	41%	39
Healthcare	40%	78
Hotels, Restaurants, & Leisure	39%	28
Materials	33%	43
Wholesalers	32%	28
Technology	31%	112
Industrials	21%	48

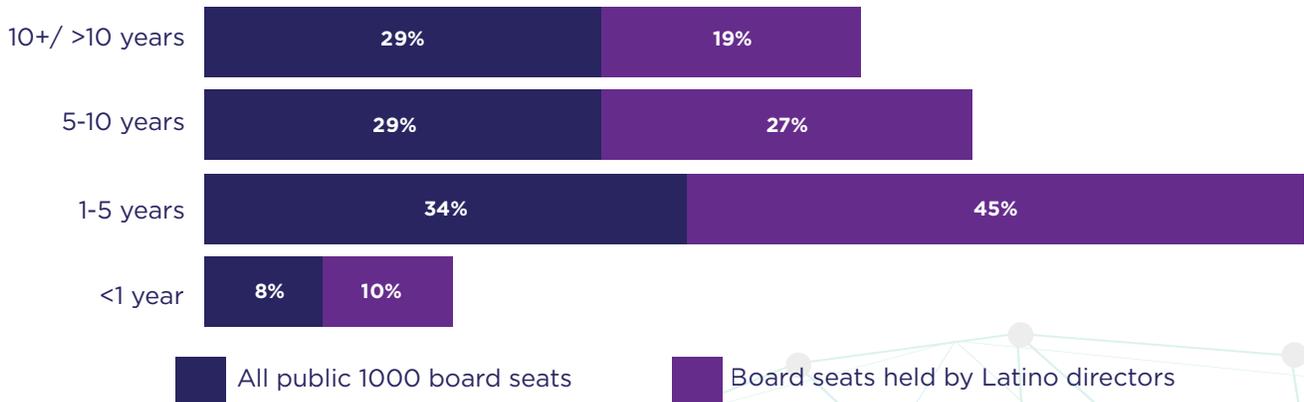


Representation is concentrated in traditional and resource-based sectors, while innovation-driven industries such as technology and healthcare continue to lag behind. Addressing this imbalance will be key to broadening Latino influence in the next decade.

## Service Patterns

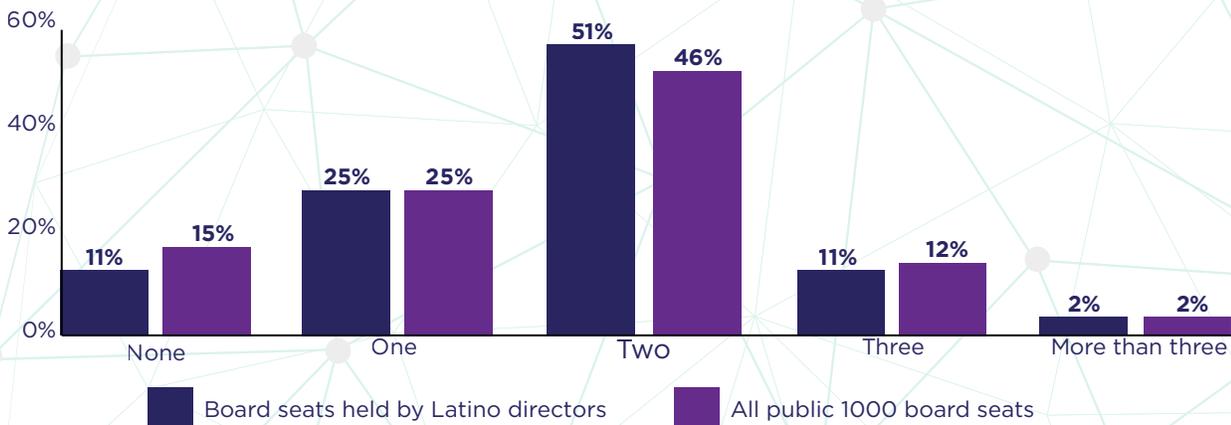
**Service & Tenure:** While multi-board participation has increased slightly since 2020, only half of Latino directors serve on more than one board, compared with 57% of all directors. The average tenure for all Fortune 1000 directors is 6 years, compared with a median of 4.4 years among Latino directors, with over half serving fewer than 5 years. This shorter tenure profile raises important questions about retention, influence, and long-term contributions.

### Director Tenure on Fortune Boards



**Committee Participation:** Latino directors are more likely than their peers to serve on multiple committees (64% vs. 60%). The prevalent committees for Latinos include audit, finance, technology, environmental health and safety (EHS), and risk committees. Notably, **Latino committee chairs have a longer average board tenure of 7.6 years compared to non-chair directors**, suggesting that depth of responsibility, rather than quantity of commitments, may be a more significant factor in increasing tenure and sharpening impact.

### Number of board committees on which Latino directors serve Comparison to all public Fortune 1000 committees



## Committees On Which Latinos Directors Serve\*

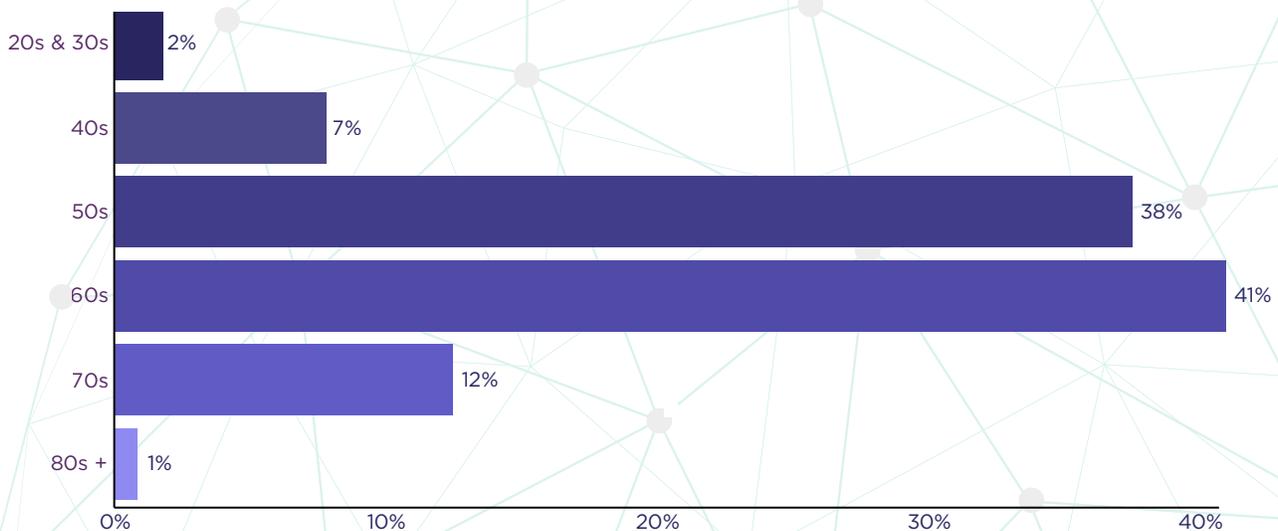
Committees	Board seats held by Latino directors	All public Fortune 1000 board seats (n=8,078 committee seats)
Audit	50.3%	47.4%
Nom/Gov	44.1%	44.2%
Compensation	43.0%	44.8%
Finance	13.3%	11.6%
Executive	8.0%	12.7%
Technology	7.1%	6.0%
Environment, Health & Safety	5.7%	5.3%
Risk	5.7%	5.3%

\*Committees not listed have less than 5% in Latino representation

## Age and Gender Representation

Latino directors have a younger median age of 60, compared to 63 among all Fortune directors. Nearly 46% of Latino directors are under 50 years old, while only 34% of all directors fall in that range. This metric can provide great longer-term value for companies without term limits. Simultaneously, **12% of Latino directors are at or nearing retirement age**, underscoring the critical need for proactive succession planning and leadership renewal.

### Latino Director Ages on Fortune Boards



Encouragingly, Latinos show slightly higher female representation on boards, with women comprising 33% of Latino directors compared to 32% across all Fortune companies. This is notable given that Latinas held only 1% of Fortune board seats

as recently as 2022, even as overall female representation has grown 65% over the past decade. In 2025, Latinas achieved their largest gain to date, now holding 1.75% of seats.



Latina<sup>2</sup> share of Fortune seats mirrors the explosive growth of the U.S. Latina GDP, now larger than Florida's economy and expanding 2.7× faster than that of non-Latinos.

## Conclusion

Preliminary 2025 data shows Latino representation on corporate boards has risen to 5.2%, a modest increase of 0.05 percentage points from the prior year. While this reflects continued progress, it also reinforces the need for sustained, strategic effort. With a focused approach, this growth can be maintained and translated into lasting influence across corporate leadership.

As of September 2025, Latino directors hold approximately 520 board seats out of more than 10,000 seats across 1000 companies. While this marks steady improvement, gaps in sector access, tenure, and leadership must be actively addressed to continue advancement.

- Aspiring first-time directors may likely benefit from targeting sectors with proven Latino inclusion.
- Incoming directors may likely benefit from attaining leadership roles on their boards.
- Outgoing and soon-to-rotate (within 3 years) directors can advance Latino leadership through succession planning and fostering connections with other Latino directors.

Disclosure: This report draws its data from the **Latino Board Tracker**, a tool developed by the LCDA to annually assess and measure Latino representation on the boards of public Fortune 1000 companies. It also incorporates insights from previous LCDA reports to provide a comprehensive view of progress over time. All data in this report is **current as of June 2024**, except for the most recent updates on **Latino board representation as of September 2025**, which serve as a key benchmark to highlight the importance of this representation.