



A Year Of

G R O W T H

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

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.

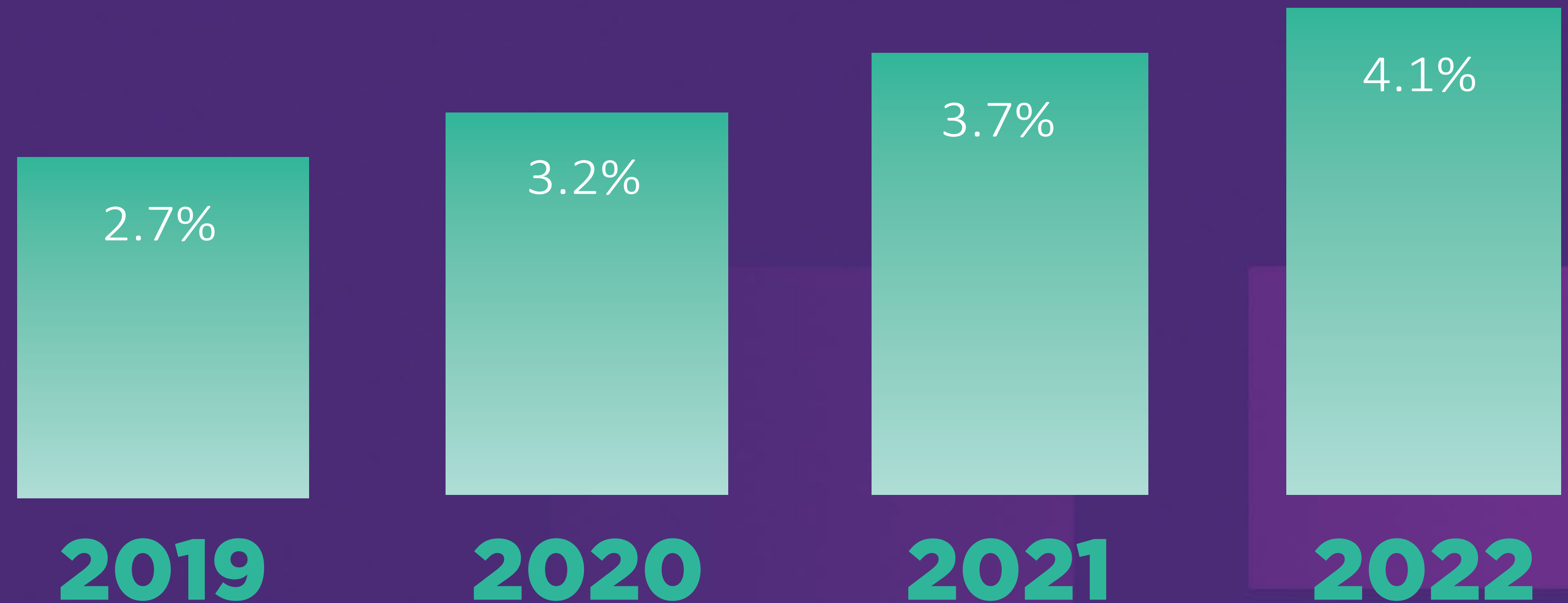
Demand

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

1st

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

BRI Host Partners

Morgan Stanley



BRI Presenting Partner



BRI New Curriculum Partner



5x

Increase of Executives Prepared for Board Service**



4x

Increase in BoardReady Institute (BRI) Certified Executives**

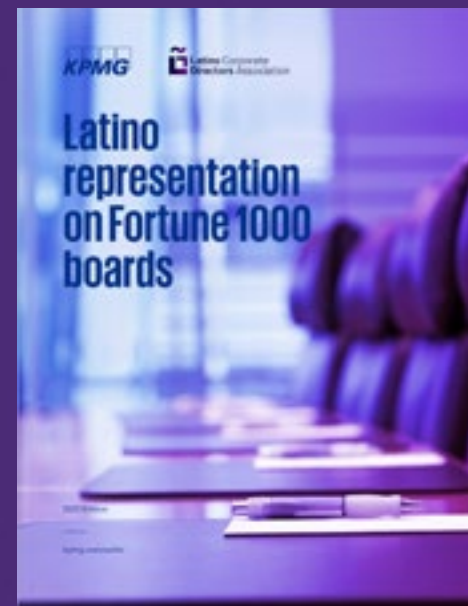
*BoardReady Institute (BRI) is a comprehensive set of programs designed to prepare and position new directors and board-aspiring executives for boardroom success.

**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

BY THE NUMBERS

 307

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

 12

Sessions presented on leading board governance topics

 300+

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



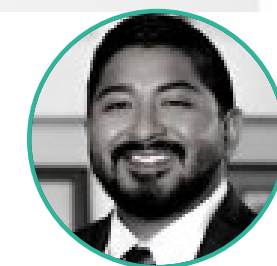
Elizabeth Bille
DIRECTOR, DEMAND
AND ADVOCACY



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

Bank of America



FOUNDING & DIAMOND LEVEL PARTNER

CONVENING HOST

BOARDREADY INSTITUTE HOST

PLATINUM LEVEL PARTNERS

GOLD LEVEL PARTNERS



JPMORGAN CHASE & CO.

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CHAIRS



WARBURG PINCUS AVANCE



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CARLYLE SpencerStuart

BOARDROOM

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

FRIENDS & SUPPORTERS