**“Outlook for African American Representation in Board Rooms and C-Suites”**

**Moderator led discussion (30 minutes)**

We have talked about “Adding Value as a board member. Extracting value as a CEO” , “Board Design and Selection” and, we have looked at two “Case Studies” for recently appointed corporate directors who are African American. …So now let’s talk about the market for corporate directors and where it is headed.

1. What were some of the key takeaways from this year’s research of candidates Board Director recognition?
   1. Most surprising changes from prior years?
   2. Implications for African Americans in the approach companies are using for board design and selection?
2. What has been your company’s experience been with racial/ethnic diversity and board design and selection?
   1. What skills are you looking for when you fill your next board slot?
   2. Fit is probably one of the most difficult hurdles for which a board candidate prepares.….How do you assess fit?
   3. Does being headquartered in Pittsburgh help or challenge goals around racial/ethnic diversity?
3. Emphasis on board diversity has shifted to gender and age ... that said, while gender and age diversity are increasingly present on corporate boards, racial diversity on boards is flat and in the case of African Americans is slightly declining (confirm). How has the conversation on racial diversity in the board room changed during your tenure as a corporate director?
   1. What forces are driving the push for diversity and why? Customer, investor, community, etc ….. activist?
   2. Are the dynamics for African American board directors/prospects the same or different as compared to other minorities and women?

*All Panelist*

1. With diversity in mind, how should boards weigh in on the talent agenda of their companies?
2. How do the challenges of achieving diversity in the C-suite differ from achieving diversity in the board room?
3. What recommendation would you offer to a Pittsburgh company that is committed to achieving its diversity and representation goals but falling short?

**Q and A with the audience (30 minutes)**