



Boards of Directors & Trustees Analysis

JUNE 2019

Report Summary

The following is a report on the gender distribution of leaders within the Top 50 domestic companies' Boards of Directors and Boards of Trustees. The data is separated into two subsections: Chair Gender Distribution and Executive Committee Gender Distribution. DDP cites sources and expresses limitations at the end of the report.

Introduction

The following report contains two sections. Section I reveals the gender distribution amongst the 2018/19 chairs of the Top 50 domestic companies' boards of directors/trustees. Section II details the gender distribution amongst the 2018/19 officers or members of executive committees/leadership councils, or their equivalent at a given company.

The **Top 50**, as we named them in early 2018, are the companies that domestically operate with the greatest expenditures, according to publicly-released Forms 990.

DDP's list of the Top 50 companies remains consistent in this report with the *Executive & Artistic Leadership Report*, released in February 2019. Our team tracks expenditures yearly and will update the new Top 50 ranking in January 2020.

The present research study provides notes and limitations of collected data. DDP obtains all findings via public records. Sources are detailed at the end of the report. DDP rounds all percentages up to the nearest whole number.

Top 50 Domestic Companies

DDP refers to the fifty domestic companies operating with the greatest expenditures (as of data obtained in October 2018) as the **Top 50**. These companies represent a diverse pool of repertoires and leadership, operating on both regional and international scales. DDP typically orders them from largest to smallest expenditure:

New York City Ballet	Richmond Ballet
San Francisco Ballet	Oregon Ballet Theatre
American Ballet Theatre	Milwaukee Ballet
Alvin Ailey American Dance Theater	Carolina Ballet
Houston Ballet	BalletMet Columbus
Boston Ballet	Orlando Ballet
Pacific Northwest Ballet	Nashville Ballet
Joffrey Ballet	Ballet Hispanico of New York
Miami City Ballet	Dance Theatre of Harlem
Pennsylvania Ballet	Alonzo King LINES Ballet
Ballet West	Aspen Santa Fe Ballet
Kansas City Ballet	Nevada Ballet Theatre
Atlanta Ballet	Ballet Memphis
Pittsburgh Ballet Theatre	Smuin Ballet
Washington Ballet	American Repertory Ballet
Cincinnati Ballet	Los Angeles Ballet
Dayton Ballet	Louisville Ballet
Hubbard Street Dance Chicago	Oklahoma City Ballet
Ballet Arizona	Grand Rapids Ballet
Texas Ballet Theater	Sacramento Ballet
Colorado Ballet	Jose Mateo Ballet Theatre
Sarasota Ballet of Florida	Eugene Ballet Company
Ballet Austin	California Ballet
Charlotte Ballet	Alabama Ballet
Tulsa Ballet	LA Dance Project

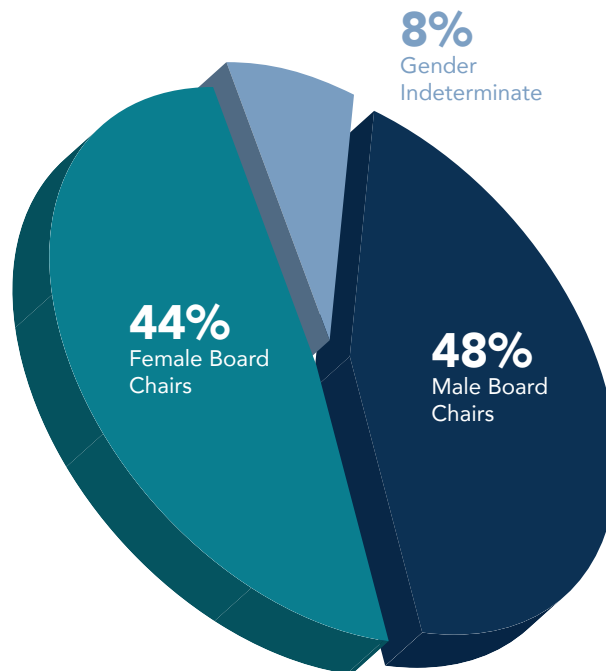
Section I: Chair Gender Distribution

The statistics in Section I are divided into categories of company size (based on expenditure).

DDP recorded all listed chairs of the Top 50 companies' boards of directors/trustees and calculated the percentage of women and men in this position for all companies, the ten companies with the greatest expenditures, the ten companies with the lowest expenditures, and 30 mid-level companies (two of these, Colorado Ballet and Nevada Ballet Theatre had chairs of indeterminate gender).

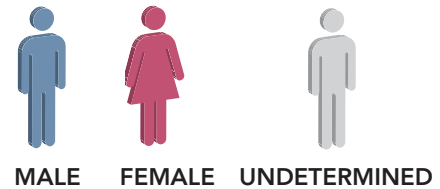
The graphic below shows the gender distribution of all the listed board chairs of Top 50 companies:

All Listed Chairs
Gender Distribution

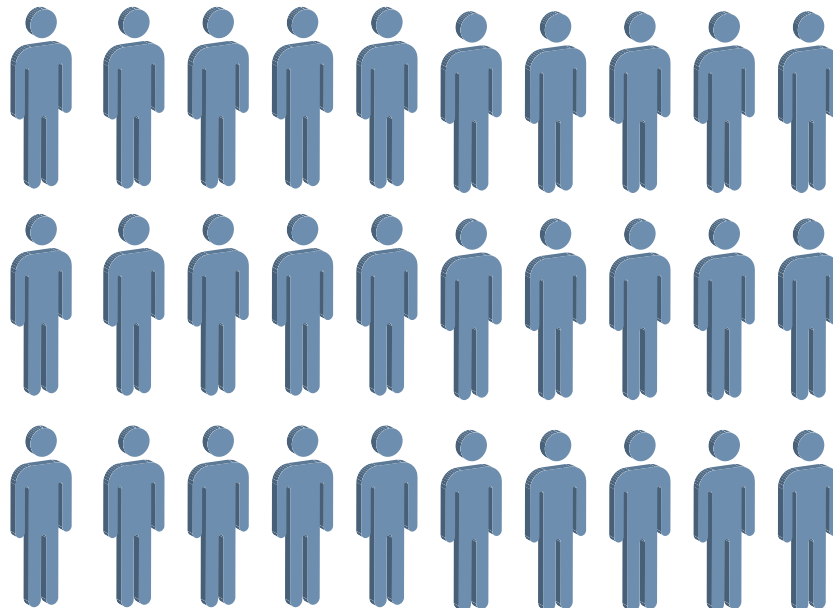


The next graphics break down the gender distribution for the chairs of the ten largest, the ten smallest, and the 30 middle-tier companies.

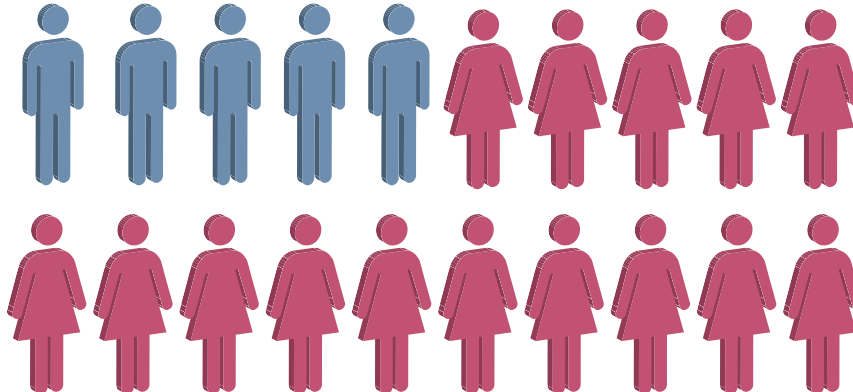
Chairs in Top 10
Gender Distribution



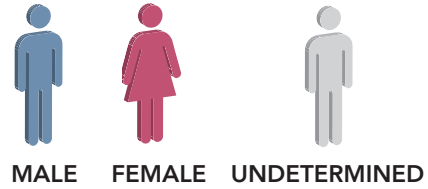
70%
Male Board Chairs



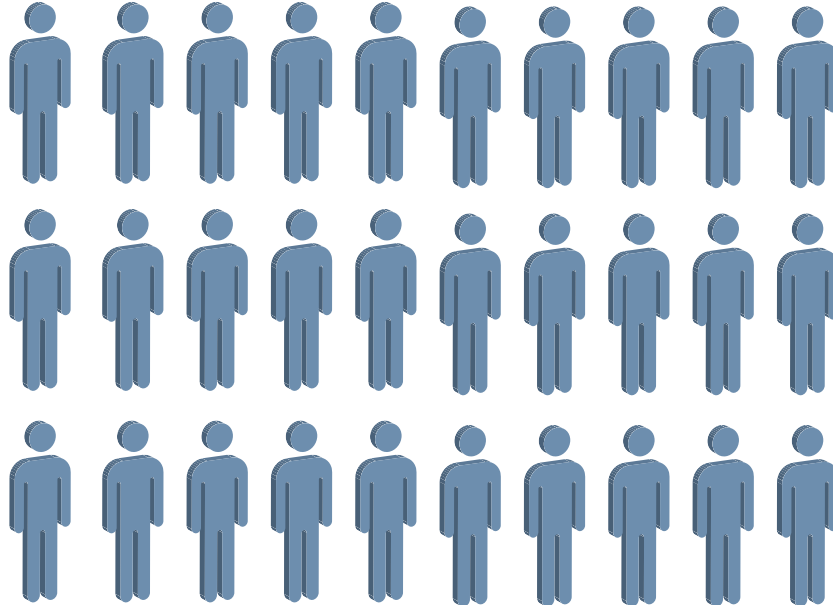
30%
Female Board Chairs



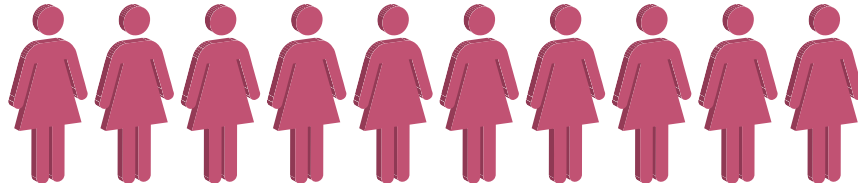
Chairs in Lowest 10
Gender Distribution



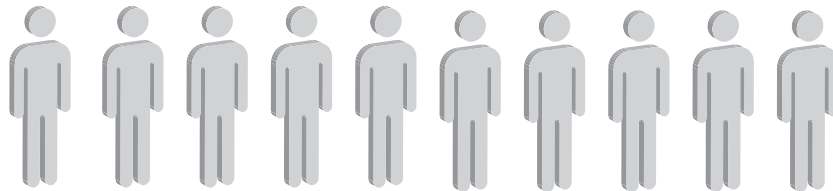
60%
Male Board Chairs



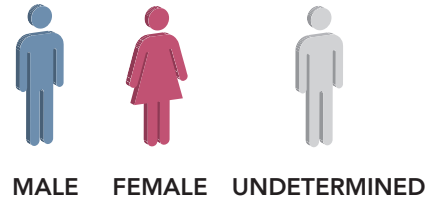
20%
Female Board Chairs



20%
Gender Indeterminate



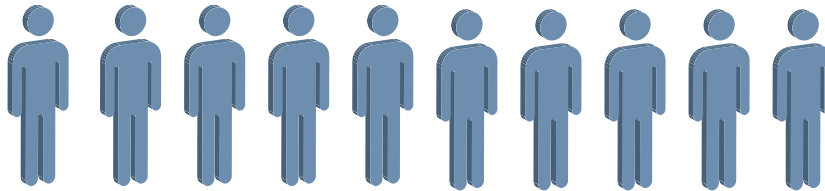
Gender Distribution of Chairs
30 mid-tier companies within
the Top 50



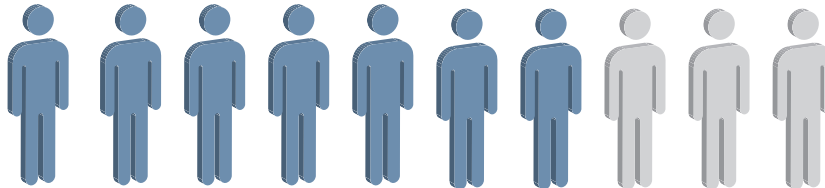
57%
Female Board Chairs



36%
Male Board Chairs



7%
Gender
Indeterminate



The executive committee/leadership councils of the 30 middle-tier companies of the Top 50 had the most equitable gender distribution.

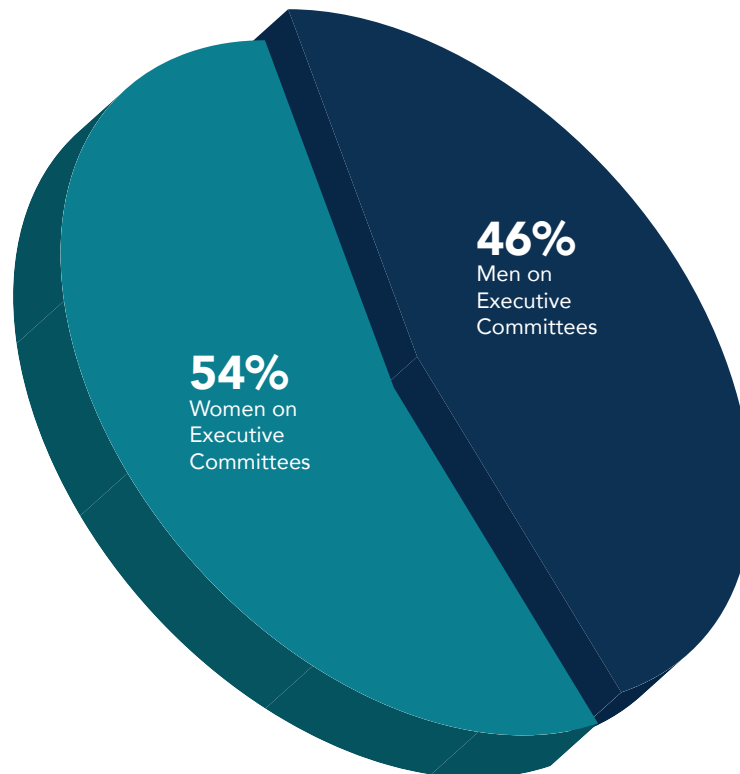
Section II: Executive Committee Gender Distribution

The next section contains the gender distribution of the officers and/or members of executive committees/leadership councils, or their equivalents within the Top 50 companies.

DDP included chairs in counts, as well as immediate past chairs and president-elects that were listed within the list of officers or executive committee members.

The following graphic displays the distribution of men and women within all listed executive committees for the Top 50 companies:

Executive Committee Members
Gender Distribution



Data Limitations & Sources

Data Limitations

General Limitations

DDP obtained all information before June 5, 2019. Therefore, DDP's data is based on boards of directors/trustees active during the 2018-2019 company seasons or Fiscal Year 2019.

Companies traditionally elect new chairs or officers annually around the end of their fiscal year on June 30. DDP has recorded announcements of incoming chairs, where provided for future reports.

A similar report in 2020 will detail the gender distribution within boards of directors/trustees serving in the upcoming season.

Each company operates on its own calendar and within its own expenditure. DDP does its best to capture the most accurate data from each company's fiscal year or performance season and provide sample statistics for that data, despite the large amount of variation within company operations. When a company does not meet the common parameters needed to include it in calculations, DDP excludes that company or work from calculations.

Some companies include committee chairs (i.e., marketing committee) on the executive committee or within an officer roster. DDP included these chairs on the executive committee (or equivalent) if they were displayed within the same subsection on the company website.

In total, DDP obtained boards of directors/trustees rosters for 48 companies. Two companies, **Los Angeles Ballet** and **LA Dance Project**, had no rosters listed.

DDP excluded the data of five companies from Section II of this report because their executive committees (or equivalent) were not clearly listed or were absent from the website roster:

- **Boston Ballet**
- **Alonzo King LINES Ballet**
- **Los Angeles Ballet**
- **Jose Mateo Ballet Theatre**
- **LA Dance Project**

DDP included the data of the following companies with note of their limitations:

- **Alvin Ailey American Dance Theater** (The company's equivalent of officers, vice chairmen, were demarcated from the full roster of board members.

Therefore, DDP included these five names on the executive committee/ leadership council roster.)

- **Pacific Northwest Ballet** (Sheffield Phelps, the Chairman Emeritus, is deceased but is included in the company's executive committee roster. DDP therefore included his name and gender in calculations.)
- **Miami City Ballet** (Roster of directors listed, but unclear if this is the equivalent of the executive committee or is entire roster of the board. DDP included these directors in Section II calculations.)
- **Ballet Memphis** (The company does not have a demarcated executive committee. Therefore, DDP counted the three members of the board listed with titles as the officers/executive committee.)

The following company listed two chairs: one male, one female. DDP excluded its data from Section I of the report:

- **Colorado Ballet**

Sources

DDP obtained all rosters directly from company websites. No names were extrapolated from non-primary sources and all names were taken from comprehensive lists in their original website format (i.e., members of extraneous committees not included by a company in its executive committee, leadership council, officers, or equivalent roster were excluded from counts).

The DDP team is willing to discuss any further questions pertaining to the limitations and restrictions to findings. To request a discussion, please visit our [Contact Us](https://dancedataproject.com/contact-us) page on dancedataproject.com/contact-us.