

one female director by the end of 2019. Of 625 companies listed, [282 reported](#) having at least one female director. Since being implemented, about 45% of new board seats among California-based Russell 3000 companies have been filled by women, compared with 31% nationwide, according to [Bloomberg data](#).

Skeptics claim gender boardroom diversity laws might be unconstitutional, since they force shareholders to engage in quota-style thinking. I am suggesting something less drastic: a mandate focused solely on interview practices to expose companies to the breadth of qualified, diverse candidates who can make exceptional employees and strengthen company culture. A diverse workforce enhances the organization's effectiveness and expands perspectives through a more equitable racial and ethnic composition.

Equal Employment Opportunity laws make workplace discrimination illegal, and employers are not supposed to use pre-employment questions about race to decide who to hire. Yet discrimination based on race is still pervasive, whether employers realize they are participating in covert racism or not. In fact, [a study](#) found that minorities who "whiten" resumes get more job interviews. Twenty-five percent of black candidates received callbacks from their whitened resumes, while only 10 percent got calls when they left ethnic details intact. Amended or more nuanced laws requiring parity should flip this statistic.

We need to act soon. The House Financial Services Committee recently [released a report](#) revealing that blacks and Hispanics comprise just 4% of big banks' executive leadership while whites make up 81% of the executive leadership. Only [four companies](#) in the Fortune 500 — Merck & Co., TIAA, Tapestry and Lowe's — have a black chief executive.