

Arsht Research on Ethics and Community Grant

**Do Women Directors Encourage Caring Organizations? Moving Beyond Environmental Sustainability to Human Sustainability
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Faculty: Marianna Makri, Ph.D.

Student: Alexis Wiseley

School of Business Administration

Abstract

This study aims to answer the question: Does female representation on the board of directors influence organizational caring? Moving beyond environmental performance, this study draws attention to the human factor. Firms can have a profound effect on the health and mortality of their employees however, their policies do not always reflect it. While environmental sustainability has drawn great attention in recent years, there has been a relative lack of concern about human sustainability. Additionally, gender diversity in the boardroom could have significant payoffs in terms of improved corporate effectiveness but women are still under-represented in corporate boards. As such, this study seeks to bring human sustainability at center stage and argue that women directors can play a major role in firms' policies regarding healthcare, work-life balance, pay in relation to the industry etc, dimensions that we would argue reflect 'caring' actions on behalf of the firm. Simply put, this study contributes to the corporate governance literature by examining the link between human sustainability and gender diversity in corporate boards.

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