



Gender Diversity on Corporate Boards: Do Women Contribute Unique Skills?

Daehyun Kim

Laura T. Starks

AMERICAN ECONOMIC REVIEW
VOL. 106, NO. 5, MAY 2016
(pp. 267-71)

[Download Full Text PDF](#)

Article Information

Abstract

We show that gender diversity in corporate boards could improve firm value because of the contributions that women make to the board. Prior studies examine valuation effects of gender-diverse boards and reach mixed conclusions. To help resolve this conundrum, we consider how gender diversity could affect firm value, that is, what mechanisms could explain how female directors benefit corporate board performance. We hypothesize and provide evidence that women directors contribute to boards by offering specific functional expertise, often missing from corporate boards. The additional expertise increases board heterogeneity which Kim and Starks (2015) show can increase firm value.

Citation

Kim, Daehyun, and Laura T. Starks. 2016. "Gender Diversity on Corporate Boards: Do Women Contribute Unique Skills?" *American Economic Review*, 106 (5): 267-71.

This website uses cookies.

By clicking the "Accept" button or continuing to browse our site, you agree to first-party and session-only cookies being stored on your device to enhance site navigation and analyze site performance and traffic. For more information on our use of cookies, please see our [Privacy Policy](#).

Accept

Choose Format:



Additional Materials

[Author Disclosure Statement\(s\) \(132.14 KB\)](#)

[Replication Package \(180.25 KB\)](#)

JEL Classification

G32 Financing Policy; Financial Risk and Risk Management; Capital and Ownership Structure; Value of Firms; Goodwill

G34 Mergers; Acquisitions; Restructuring; Voting; Proxy Contests; Corporate Governance

J16 Economics of Gender; Non-labor Discrimination

L25 Firm Performance: Size, Diversification, and Scope

Find us on Facebook and X (formerly Twitter).

 [@AEAJournals](#)

 [@AEAJournals](#)

 [@AEAInformation](#)

 [@ASSAMeeting](#)

 [@JOE_listings](#)

Copyright 2024 American Economic Association. All rights reserved.

[Terms of Use & Privacy Policy](#)

This website uses cookies.

By clicking the "Accept" button or continuing to browse our site, you agree to first-party and session-only cookies being stored on your device to enhance site navigation and analyze site performance and traffic. For more information on our use of cookies, please see our [Privacy Policy](#).

Accept