

California's SB 826 Board Gender Quota — Rapid Gains, Then Struck Down as Unconstitutional

Gender Equality · Good practice · United States of America

Quality score: 74/100

Evidence strength: Strong

Summary

California's 2018 board-gender quota law drove women's board share to a US-record 32.5% before a 2022 court ruled it unconstitutional; reporting since shows representation has slipped, illustrating both the power and the legal fragility of hard quotas.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	0/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-06

[California State Legislature \(statute\)](#); adjudicated in *Crest v. Padilla*, Los Angeles County Superior Court — accessed 2026-09-06

[Harvard Law School Forum on Corporate Governance](#) — *California Gender Board Diversity Law Is Held Unconstitutional* — accessed 2026-09-06

[Forbes](#) — *Fewer Women On Corporate Boards After California Law Deemed Unconstitutional* — accessed 2026-09-06

[Epstein Becker Green / Workforce Bulletin](#) — *Another California Board Diversity Statute Struck Down in Court* — accessed 2026-09-06

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