

Review of: "Sustaining Gender Parity in Corporate Leadership Roles by Means of Random Selection"

Robin Devroe¹

¹ Ghent University

Potential competing interests: No potential competing interests to declare.

The article titled "Random Selection of Candidates for Corporate Leadership: A Path to Achieving Diversity Parity" explores the potential of using random draws from qualified applicant pools as a means to increase diversity in corporate boards and executive leadership. As such, the article addresses an important and timely issue of diversity in corporate leadership roles. The ideas presented stimulate critical thinking and encourage further research in the field of diversity and leadership.

Please find below some comments/reflections or recommendations with regards to areas where the article could be further developed or strengthened:

- **Abstract:** the abstract presents an interesting proposition for promoting diversity in corporate boards. However, it would be useful to also add a concise overview of the research objectives, the methodological approach, the article's key findings and their significance.
- **Theoretical foundations:** while the article briefly refers to existing literature on diversity and leadership, it lacks a thorough discussion of the theoretical framework underlying the proposed approach of random selection from qualified candidate pools. The article could also provide more leverage to support the importance of gender equality in corporate boards by exploring the broader societal and organizational benefits associated with diverse representation. From a justice and fairness perspective, achieving gender equality in corporate leadership is crucial for creating a more equitable society. Moreover, research has consistently shown the positive impact of diversity on team dynamics, decision-making processes and organizational outcomes/performance.
- **Methodological approach:** the article lacks a detailed description of the research methodology employed. In its current form, it does not specify whether the study is based on empirical data, a theoretical analysis or a combination of both. Without a clear explanation of the methods used, it is difficult to assess the validity and reliability of the study.
- **Empirical evidence:** the article does not present any empirical evidence or case studies to support its claims. It would be useful to provide some concrete examples or data that demonstrate the effectiveness and feasibility of random selection in increasing diversity in corporate leadership roles.
- **Counterarguments:** I believe it is important to consider and address potential criticisms and challenges that may arise when implementing random selection in corporate board roles. Discussing the limitations and potential drawbacks of the approach would provide a more balanced and comprehensive analysis. The proposed approach, furthermore, also comes with some ethical considerations which should be acknowledged.

- Practical implementation: it would also be useful to discuss the practical aspects of implementing random selection in corporate board roles, such as logistic challenges, legal implications and potential resistance that may arise from stakeholders. Providing a more practical analysis of the implementation process would enhance the article's credibility and usefulness.