

BREAKING THROUGH TO THE TOP

Accelerating Women on the
Path to the CEO's Office

March 29, 2023



Women's
Power Gap
Eos Foundation

www.womenspowergap.org
#GenderParityNow
@WomensPowerGap

JOIN THE CONVERSATION



Amplify the discussion on your social channels:

www.womenspowergap.org

@womenspowergap

#genderparitynow

ABOUT THE WOMEN'S POWER GAP

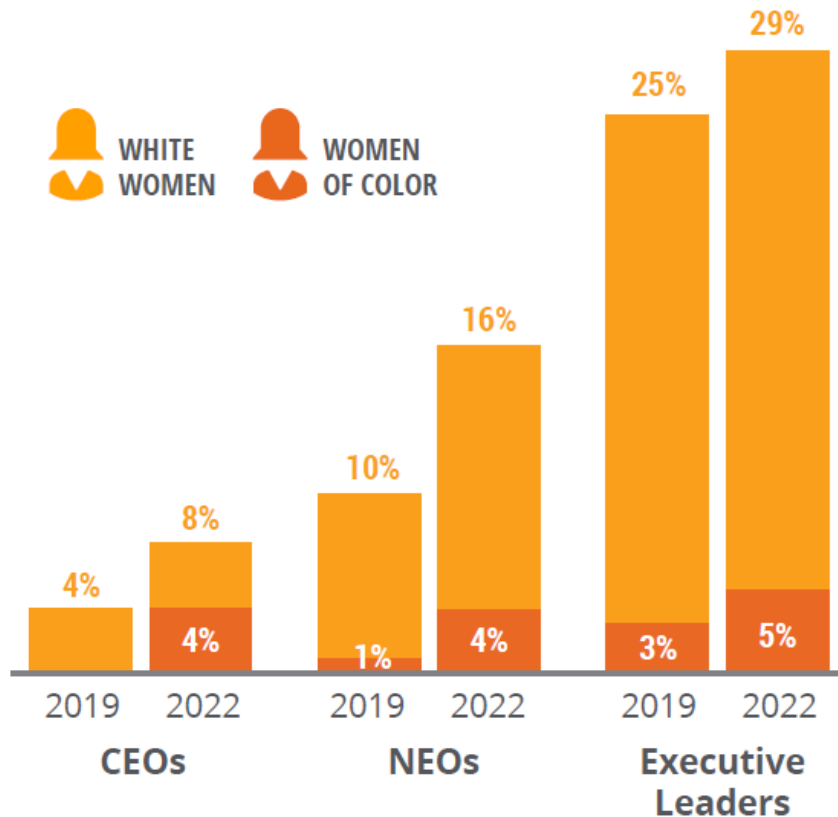
GOAL: To dramatically increase the number of women from diverse backgrounds among CEO and C-suite leaders across all sectors of our economy

- APPROACH:**
- C-suite or equivalent – glass ceiling
 - Disaggregated analysis (gender/race) at the organization level
 - Use comparative analysis and rankings, wherever possible



WOMEN'S REPRESENTATION AMONG TOP EXECUTIVES HAS INCREASED...

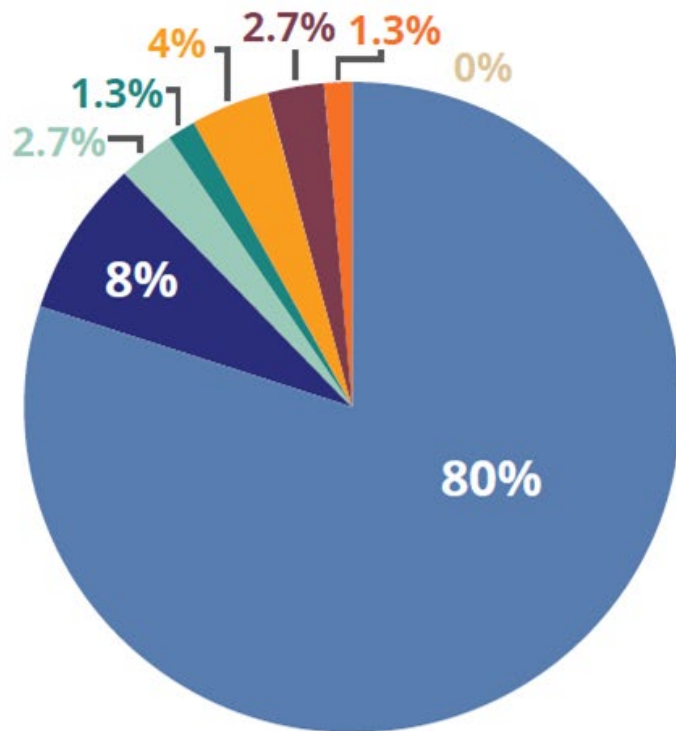
WOMEN'S REPRESENTATION IN TOP MA CORPORATIONS, 2019-2022



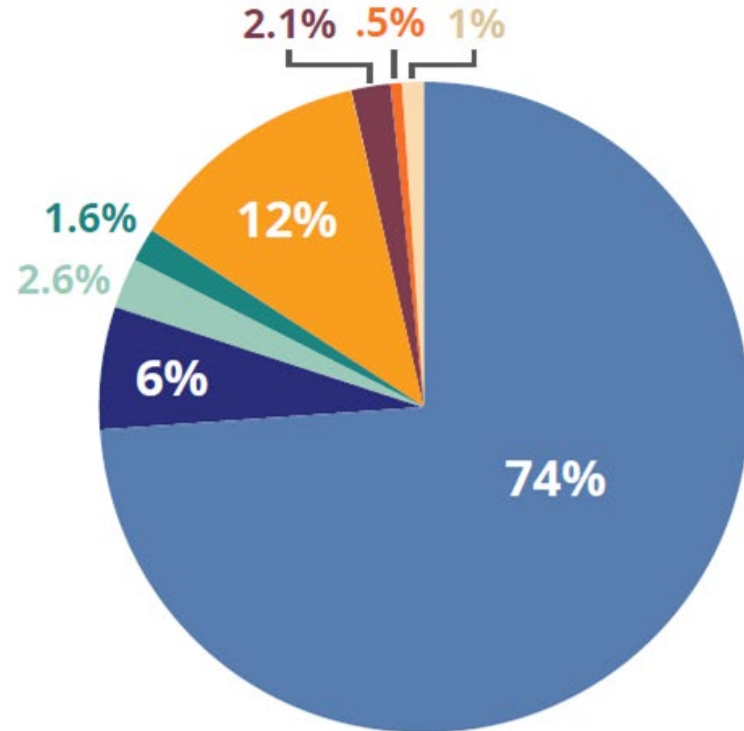
Yet not one Latina/ Hispanic woman CEO among 75 companies, or the S&P 500

...YET STILL A LONG WAY TO GO

CEOs BY GENDER AND RACE

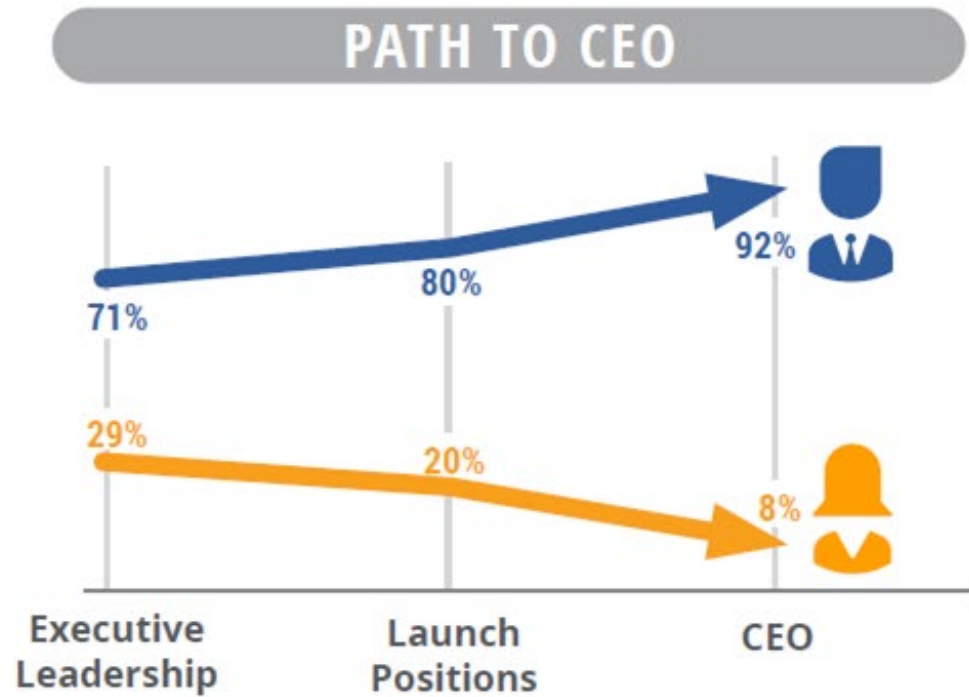


NEOs BY GENDER AND RACE



- Hispanic Women
- Black Women
- Asian Women
- White Women
- Hispanic Men
- Black Men
- Asian Men
- White Men

QUANTIFYING THE GLASS CEILING — FINAL DROP



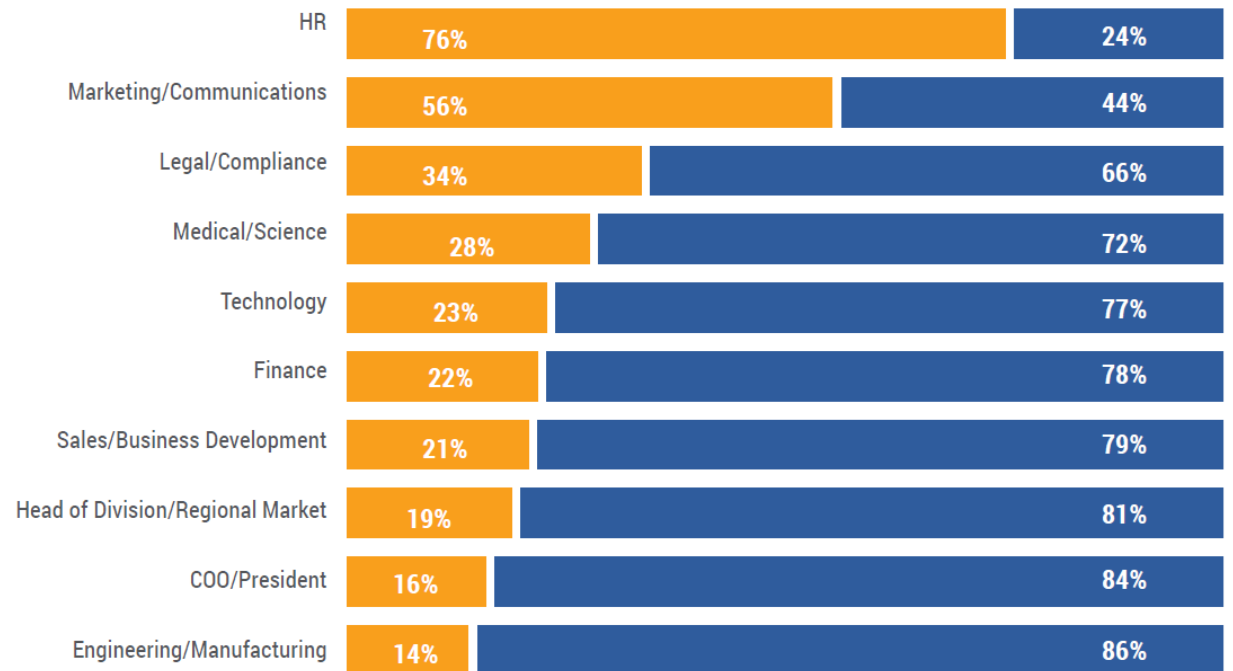
THE OPPORTUNITY GAP — INVISIBLE WALLS

INVISIBLE WALLS AND THE OPPORTUNITY GAP

Women are concentrated in roles that typically do not lead to the CEO's office, such as human resources and marketing. P&L responsibility is critical to increase their numbers among CEOs.

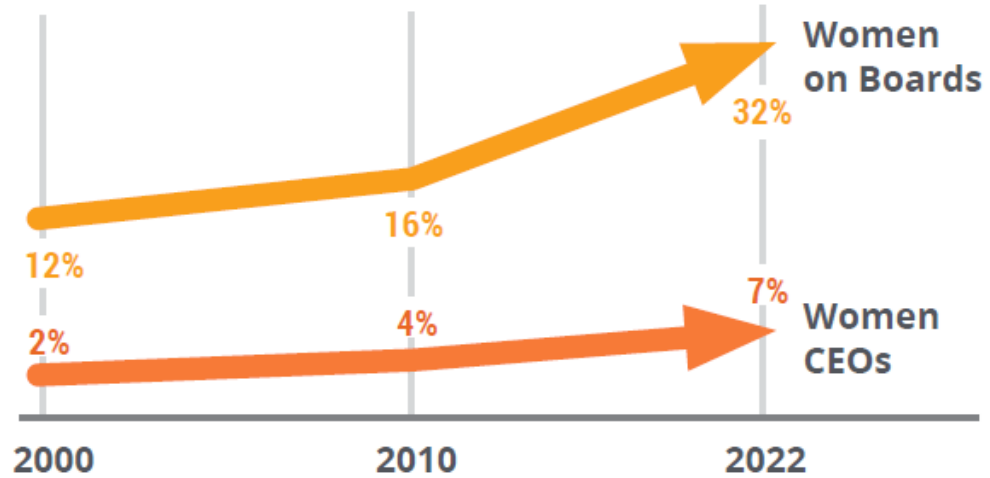


EXECUTIVE LEADERSHIP TEAM ROLES BY GENDER



STAKEHOLDER PRESSURE HAS WORKED TO DIVERSIFY BOARDS BUT NOT EXEC LEADERSHIP

CHANGE IN WOMEN DIRECTORS AND CEOs AT S&P 500 COMPANIES



5 COMPANIES HAVE GENDER PARITY ON BOARDS

Anylam
Pharmaceuticals,
Bright Horizons,
Insulet, Novanta,
and The TJX
Companies



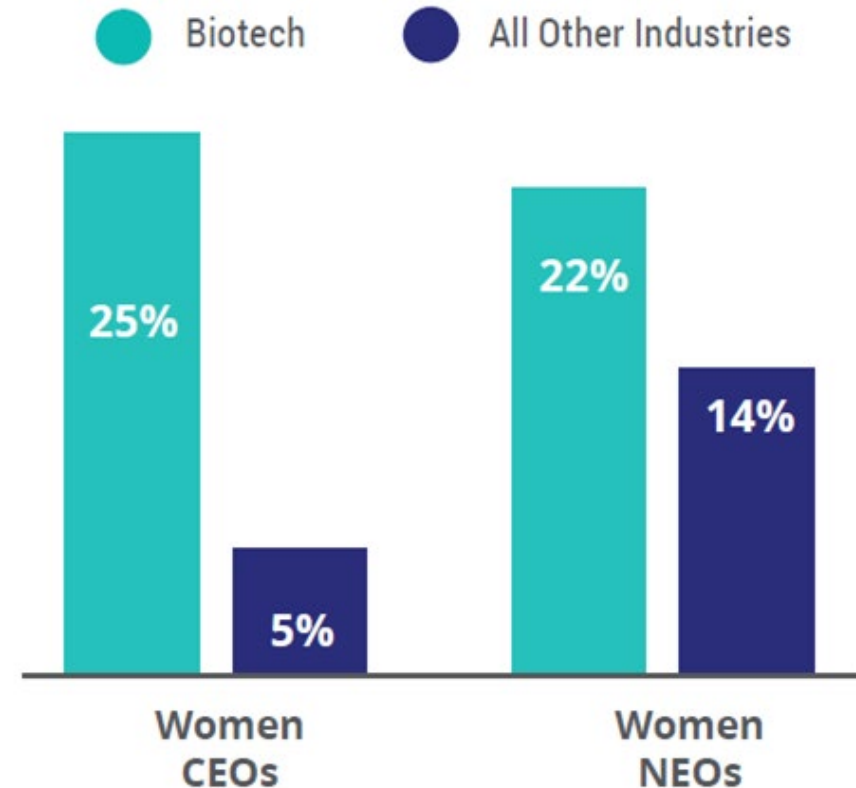
BIOTECH IS LEADING THE WAY ADVANCING WOMEN



4/10
Among Top
10 Ranking

25%
Women
CEO

22%
Women
NEO



PUBLIC DATA DISCLOSURE IS CRITICAL TO DRIVE CHANGE

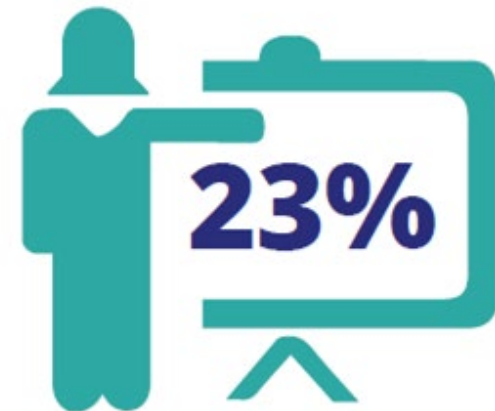
NASDAQ



NEW YORK STOCK EXCHANGE



Only **23%** publicly disclosed their EEO-1 report.



RECOMMENDATIONS

- **CEOs set the tone — inclusion as a part of the culture and business strategy**
- **To combat the glass ceiling, companies must be aware of "selection bias" when hiring CEOs, C-suite executives, and others**
- **Talent Management/DEI reports should include 2 key elements**
 1. List executive leadership team
 2. Provide intersectional data
- **Formal sponsorship programs — encourage women/people of color into P&L roles**
- **Assist women/people of color executives in finding boards seats to round out experience**

WHAT CAN WE ALL DO?

- Recruit male allies; convene CEOs and board chairs
- Follow-up qualitative research
- Ask your company to disclose data
- Follow us on social - [@womenspowergap](https://twitter.com/WomensPowerGap)

Thank You

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