Women: C Suite to the “SHE” Suite

Edie Fraser
Women in the Workforce as Leaders

Women Board seats are c. 22% and CEOs are c. 5%, with board seats inching forward and women CEOs rather static. PepsiCo will lose its great CEO this year; Northrop Grumman will gain a woman CEO and that’s the way it goes. Let’s look at the data above.

(Remember data varies slightly depending on the source and the date). A more in-depth look will be presented later.
Bad News for Women in the C Suite: Succession Pools and Diversity

Women are low in the C Suite and in the greater succession pool. According to a 2017 survey of human resource officers at large companies, women make up just 10 percent of the zero- to three-year succession pool. And in the three- to five-year pool, it's only marginally better, at 15 percent.

Data for women of color in the workplace are shocking as we reveal. It’s hard to believe that African American women at the executive level are 1.3% and Hispanic women at 1.2%. (Catalyst, EEOC and S&P)

Pew is one of many resources to reiterate this disparity in C-Suite level positions, as seen on the left.
So what is the good news?

The utility industry proves to hold goods news for the energy sector:

- The sector with the highest share of women in its C Suite was utilities, with **17.3%**
- Utilities also had the largest share of female CEOs, with 10 out of 54 or **18.5%**.

More Good News for women in Energy leadership:

- In March, 2018, Susan Dio was appointed as the chairman and president of BP America, and Gretchen Watkins was appointed to President US Operations at Shell!
  - Congratulations to these two wonderful women leaders.
Women: GDP and Market Impact

Higher U.S. Female LFPR May Potentially Grow The Global Stock Market Value By An Extra $5.87 Trillion In The Next Decade

The world’s largest money manager is for the first time stating publicly that companies in which it invests should have at least two female directors.

The Global ROI of Women in the Workforce

The report found that companies with at least 30% female leaders had net profit margins up to 6 percentage points higher than companies with no women in the top ranks.

Higher U.S. Female LFPR may potentially grow the global stock market value and the message is clear that an increase in women’s participation to that of other advanced countries would add an average of 0.2 percentage points annually to the U.S. GDP in the coming decade.
Why is this such an imperative movement?

Women of color will be the majority of all women in the United States by 2060 (shown below).

<table>
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<tbody>
<tr>
<td>White (not Hispanic or Latina)</td>
<td>61.7%</td>
<td>43.8%</td>
</tr>
<tr>
<td>Hispanic or Latina</td>
<td>17.1%</td>
<td>27.9%</td>
</tr>
<tr>
<td>Black</td>
<td>12.7%</td>
<td>13.3%</td>
</tr>
<tr>
<td>Asian</td>
<td>5.5%</td>
<td>9.4%</td>
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As of August 10, 2018, 81 CEOs have signed on Paradigm for Parity® movement for change.

In order to speed up the pace of gender equity in senior executive roles and on corporate boards, they have created a roadmap. Based on our extensive discussions and research, this agenda defines bold and specific actions that, taken together and implemented as a package, will catalyze change and allow today’s business executives to secure the best leaders of tomorrow, while tapping the immense potential of all women.

Step up and get your CEO or HR head to sign on for Parity!
Women CEOs Of The S&P 500

This list names as of July 2018, include all the women who currently hold CEO positions at S&P 500 companies, is based on the January 2018 S&P 500 list.*

- Mary T. Barra, General Motors Co. (GM)
- Gail Boudreaux, Anthem Inc.
- Heather Bresch, Mylan N.V.
- Michele Buck, The Hershey Company
- Debra A. Cafaro, Ventas, Inc.
- Safra A. Catz, Oracle Corp. (co-CEO)
- Mary Dillon, Ulta Beauty
- Virginia Drosos, Signet Jewelers Limited
- Adena Friedman, Nasdaq
- Michelle Gass, Kohl’s
- Lynn J. Good, Duke Energy Corp.
- Tricia Griffith, The Progressive Corp.
- Marilynn A. Hewson, Lockheed Martin Corp.
- Vicki Hollub, Occidental Petroleum Corp.
- Patricia Kampling, Alliant Energy Corp.
- Margaret Keane, Synchrony Financial
- Beth E. Mooney, KeyCorp
- Indra K. Nooyi, PepsiCo, Inc. (retired)
- Phebe N. Novakovic, General Dynamics Corp.
- Patricia K. Poppe, CMS Energy
- Barbara Rentler, Ross Stores, Inc.
- Virginia M. Rometty, International Business Machines (IBM) Corp.
- Susan N. Story, American Water Works Company, Inc.
- Lisa Su, Advanced Micro Devices
- Geisha Williams, PG&E Corp.

Note: Kathy Warden will become CEO of Northrop Grumman Corporation effective January 1, 2019.

Update: Indra K. Nooyi, PepsiCo, Inc. is stepping down from her role as the company’s first female CEO.

Good News! 20% of the CEOs listed run energy corporations

*Not included in this list are 2018- Energy and Other female leaders Gretchen Watkins of Shell Oil and Susan Dio of BP America. They both hold top-level president positions for the US branches. Note that Barbara Humpton is US CEO of Siemens USA and Beth Ford is President and CEO of Land O’Lakes
Women in the C Suite
Industry Data
(with energy highlight)

<table>
<thead>
<tr>
<th>Sectors</th>
<th>CEO</th>
<th>CFO</th>
<th>CIO</th>
<th>CMO</th>
<th>CHRO</th>
<th>C-suite</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer</td>
<td>9%</td>
<td>15%</td>
<td>16%</td>
<td>27%</td>
<td>54%</td>
<td>24%</td>
</tr>
<tr>
<td>Energy</td>
<td>7%</td>
<td>10%</td>
<td>21%</td>
<td>18%</td>
<td>56%</td>
<td>21%</td>
</tr>
<tr>
<td>Financials</td>
<td>5%</td>
<td>8%</td>
<td>26%</td>
<td>49%</td>
<td>66%</td>
<td>29%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>&lt;1%</td>
<td>8%</td>
<td>19%</td>
<td>43%</td>
<td>55%</td>
<td>24%</td>
</tr>
<tr>
<td>Industrial</td>
<td>4%</td>
<td>10%</td>
<td>16%</td>
<td>28%</td>
<td>50%</td>
<td>21%</td>
</tr>
<tr>
<td>Retail</td>
<td>12%</td>
<td>19%</td>
<td>16%</td>
<td>28%</td>
<td>48%</td>
<td>24%</td>
</tr>
<tr>
<td>Services</td>
<td>5%</td>
<td>12%</td>
<td>7%</td>
<td>28%</td>
<td>53%</td>
<td>20%</td>
</tr>
<tr>
<td>Technology</td>
<td>5%</td>
<td>10%</td>
<td>9%</td>
<td>35%</td>
<td>58%</td>
<td>23%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>6%</td>
<td>11%</td>
<td>16%</td>
<td>32%</td>
<td>55%</td>
<td>23%</td>
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* Includes publicly traded companies and private companies with public financials.
** Highlighting indicates highest percentage in each C-suite role.
The Fight for Equal Pay

Age demographics
Where are women today in energy field? United we stand in urging advancement of women in every sector: from private sector, government, academic and professionals. These sectors and all the forms of energy are represented by USAEE here today.
Oil and Gas

The World Petroleum Council and BCG’s report makes a major contribution to oil and gas companies’ efforts to boost women’s representation in the industry. Representing roughly a fifth of employees in the oil and gas industry, women account for a significantly smaller share of the workforce than they do in almost any other sector. These women also work disproportionately in office jobs; they have a very limited presence both in technical roles, which are often considered prerequisites for career advancement, and in upper management.
Electric Power Industry

This industry includes Coal Electric, Oil electric, Combined Heat & Power, Nuclear, Hydroelectric, and Biofuel.

Women consistently represent around one-third of the electric power workforce, across all specialties.

“The Energy Efficiency workforce is less diverse than the national workforce; roughly a quarter of employees were reported to be women (24 percent)”

The highest percentage of women out of the individual energy sectors: Nuclear Electric Power Generation

The lowest percentage of women out of the individual energy sectors: Solar Electric Power Generation

Average of all individual sectors was 33.53%, approximately one-third of the general energy department workforce.

In 2017, Electric Power Generation employed more women than any other surveyed sector.
Women in Insurance (WII) Initiative at Million Women Mentors

WII is looking to tackle three key issues in the insurance industry as outlined in its 2018 Women in Insurance: Leading to Action report:

1. Women in leadership: Women comprise more than 60 percent of the insurance industry workforce, but occupy only 19 percent of board seats, 11 percent named insider officer positions, and 12 percent top officer positions such as CEO, COO and CFO. (Source: Saint Joseph’s University Study on Insurance Industry Demographics, 2017)


3. Career development inequality: Only 8 percent of insurance companies have formal programs to develop strong careers for women. (Source: EY, Women in Industry, 2016)
Women in Aerospace and Defense (A&D)

Three of the top five A&D contractor companies are now run by women CEOs! See four prominent women in the aerospace field below.

Marilyn Hewson leads at the world’s largest defense contractor of $51 billion in sales.

Since Phebe Novakovic started leading GD five years ago, the company’s stock has seen 100% growth.

Kathy Warden, named CEO for the 2019 start, is an experienced aerospace business leader on a soaring path.

Leanne Caret, President of Boeing’s defense, space and security division since 2016, is credited with business acumen, superior ROI, and joins the women CEOs with support of women.

Aviation Week found only 24 percent of the aerospace and defense workforce is female. That number is down from 26 percent 10 years earlier (AIA).
Women in Manufacturing

Women constitute one of US manufacturing’s largest pools of untapped talent. Women totaled about 47 percent of the US labor force in 2016, but only 29 percent of the manufacturing workforce. (The Manufacturing Institute, APICS, and Deloitte) Women are employed by large companies (52 percent of these women work in organizations with annual revenue over $1billion). Pay is also cited as a reason women leave manufacturing, and data from the U.S. Bureau of Labor Statistics confirms a salary discrepancy, as women in manufacturing earned only 75.8% as much as men in 2015. Some women do leave the industry for family reasons, but the majority of women who leave manufacturing do not stay at home, but opt for a career in a different sector.

Manufacturing includes a little less than 30% women where the overall U.S. workforce is 47% Women. Manufacturing women comprise 52% of all professionals and managers (BLS). Women are also 20% of the executives and 5% of the CEOs. The numbers are slightly better in non-durable goods manufacturing, where women comprise 36% of the workforce, 24% of the executives and 6% of the CEOs (Catalyst).

Case Western Reserve University shows that those women who persist in manufacturing organizations do so because they believe they will achieve, they have challenging and interesting work that leads to promotional opportunities, they have the support of their leaders, and they find meaning in their profession.
Food science salaries got a bump in 2017, climbing 2.2% to a median of $92,000 after remaining flat in 2015, IFT’s biennial Employment and Salary Survey showed.* In 2015, with the compensation climate still tepid in the aftermath of the recession of 2007–2009, the median salary was $90,000, the same as in 2013.

Today’s economic climate is more positive, however, and the job market is strong, recruiters report. “It’s what I would call a candidates’ market right now. There are a lot of job opportunities out there,” says Tim Oliver, senior partner with food recruitment firm OSI.

“Salaries have gone up in the last couple of years,” adds Moira McGrath, president of OPUS International, a food science–focused executive search firm. “It’s a very viable market.”
The Pink Wave

Women are racing down the track. Nationally, NYC article uses: 422 women are still in the running for House seats and according to the Center for American Women and Politics, including some women who have not officially filed. Of those House candidates, 55 percent are challenging incumbents, and 29 percent are running for open seats. In the Senate, 49 women are running — 55 percent as challengers and 18 percent for open seats. The increase in the number of female candidates tilts largely toward Democrats — at the start of this year, the number of Democratic women seeking House seats was up 146 percent from the same point in 2016; among Republicans, it was up 35 percent.
Women in Policy

Women want pay equity
Women want gender parity.
Women want capital.
Women want healthcare.

Women want childcare.
Women want to be leaders.
Women want to hold office.
Women want to innovate.
Million Women Mentors

MWM

THE movement for women and girls through mentoring, engaging millions of mentoring commitments, upward to almost 2.5 million at this point for committing about 20 hours a year from school all the way up the
Salute with me the role that other Million Women Mentors company leaders are playing. Examples: Cisco, Boeing, Pepsico, and other companies and organizations are playing to drive change, and to build a clarion call for all to make commitments.

Hopefully, you will also join our own Million Women Mentors (MWM) movement.

"We all should mentor a young person, and in turn that young person will become a mentor for another. It’s that simple. You have the opportunity to offer anything and everything."

-U.S. Congresswoman Grace Napolitano
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<tr>
<th>1 Recruiting Women IN: Talent acquisition with educational entities and building brands of choice</th>
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<tr>
<td>In order to attract minority and women to the STEM fields, outreach throughout educational pathways remains imperative.</td>
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<th>2 Talent and Culture: Adapting the culture of the workplace</th>
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<td>Focus on embracing talent advancement of the innovative, and implement new workplace initiatives on the workforce. Build the plan for each women’s upward mobility.</td>
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<th>3 Using succession planning to promote women leaders and women on every talent slate</th>
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<td>People all over the world have been asking the same question for years: How do we promote women to these higher level positions and achieve parity faster? One of the answers is succession planning.</td>
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<th>4 Mentorship and Sponsorship up the pipeline</th>
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<tr>
<td>All the data shows impact of mentorships and sponsorships from counseling to advocacy. Million Women Mentors brings this issue to the forefront of the talent gap initiative.</td>
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<th>5 Use Data and report it such as do many companies and organizations.</th>
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<td>Internal reporting and external reporting such as through Paradigm4Parity.</td>
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<th>6 Focusing on Women of Color in particular</th>
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<td>All aspects of diversity &amp; inclusion are critical to achieving success.</td>
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<th>7 Demonstrate Success</th>
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<td>Tell a compelling story with data, profiles, and reports to boards of directors, as well as on your websites.</td>
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<th>8 Champion female role models</th>
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<tr>
<td>Female role models are also necessary for the crucial action point of mentorship and sponsorship. Use every means of communications to profile leaders.</td>
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