



WNY WOMEN'S FOUNDATION FACT SHEET



WOMEN IN LEADERSHIP ROLES

Corporations

- Just 1 in 5 C-suite executives is a woman—and fewer than 1 in 30 is a woman of color (U.S.)¹
- 1 in 3 girls are afraid to lead (U.S.)¹
- Women make up the majority of accountants and auditors in the United States, but very few are CFOs. In kitchens, more than half of food prep workers, only 19% of chefs.¹
- Women make up only 6 percent of Fortune 500 chief executives.²
- The proportion of women holding jobs at U.S. corporations, at any level, isn't increasing; it's actually stalled.¹⁵
- Fortune magazine released its annual Fortune 500 and the list included just 24 women CEOs, down from 32 in 2017.¹⁵
- Among S&P 500 companies, just 25 (5 percent) have women CEOs.¹⁵
- Just 10 percent of the top executive positions in the 1,500 largest publicly traded companies in the country are held by women.³
- Within three years, gender diversity in senior teams that new CEOs reshuffled increased by only two percentage points—raising the proportion of women in management to only 14 percent, from 12 percent.⁴
- Chief executives who took over companies where women made up less than 15 percent of the senior-management team increased female representation, on average, to 14 percent, from 10 percent.⁴
- Internal CEOs raised female representation on management teams by nearly six percentage points more than external CEOs, who kept gender ratios stable, on average.⁴
- Only about 5% of CEOs in corporate America are women⁵
- Improving the total number of women in leadership by 1% across all S&P 500 companies would result in 12,000 more women in these roles⁵
- The share of female CEOs of Fortune 500 companies reached an all-time high of 6.4% in 2017, with 32 women heading major firms. But the share fell to 4.8% in 2018.¹³
- Women are dramatically outnumbered in senior leadership. Only about 1 in 5 C-suite leaders is a woman, and only 1 in 25 is a woman of color⁶
- There are almost three times more women on the fast track in organizations with at least one female senior leader than in organizations in which all senior leaders are male (23 percent and eight percent, respectively).⁷

¹ The Bad, the Ugly, and the Good

² Equal Opportunity, unequal outcomes

³ A push to get more women into the top ranks of management

⁴ Closing the gender gap: A missed opportunity for new CEOs

⁵ EVERYDAY HEROES: CATALYST CEO CHAMPIONS FOR CHANGE

⁶ Women in the workplace 2018

⁷ When she rises, we all rise



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- In 2018, only 26 women are in CEO roles at Fortune 500 companies, making up 5.2% of the female population. The stats stay virtually the same for women CEOs of Fortune 1000 companies at 5.4%.⁸
- In 2015, only 5 percent of the companies in the Standard and Poor's 500 index had female chief executive officers⁹
- For Asian, black, and Hispanic women, fewer than 3 percent of board directors at Fortune 500 companies are women from these groups⁹
- Of the highest paid and most powerful professions in the world, women dominate the top positions in zero.¹⁰
- For S&P 500 companies, women represent only five percent of CEOs, 15 percent of C-suite roles and 17 percent of board positions.¹¹
- While the number of women CEOs in 2017 increased by 50% from 21 Fortune 500 CEOs in 2016 to 32 in 2017, the total percentage of female CEOs remains miniscule (improving from 4% to 6%).¹²

Women in government

- Women hold just 23% of seats in parliaments around the world. There have been 113 Supreme Court justice of the United States. Only four have been women. Three sit on the bench today.¹
- Women hold 20% of seats in the US Congress, and it's far worse for women of color. You are 19% of the population and hold only 17% of the seats. We have six states run by governors right now. Only one is a woman of color, Susana Martinez of New Mexico. And only one is an openly gay woman.¹
- There are 25 women serving in the U.S. Senate, a historic high.¹³
- There are 102 women serving as voting members of the House of Representatives currently in the 116th Congress, comprising 23.4% of House members.¹³
- Women make up 25.5% of state senate seats and 29.7% of state house or assembly seats.¹³
- 44 women have served as governors in 30 states. In 2019, six Democratic and three Republican women are serving as governors.¹³
- The share of women concurrently serving in Cabinet-level positions peaked during President Bill Clinton's second term, at 40.9%. During President Trump's administration so far, the maximum share of women serving at one time has been 26.1%.¹³
- Women are 36 percent less likely to be elected governor or US senator than men.¹⁴
- In the 114th U.S. Congress, women occupy 20 seats in the Senate and 84 seats in the House of Representatives; of these 104 women members of Congress, 33 are women of color and 71 are white women⁹

⁸ 15 Biggest Challenges Women Leaders Face and How to Overcome Them

⁹ Barriers and Bias

¹⁰ Organizing with a gender frame

¹¹ G.url Power: Sue Decker charts the quickening pace of change for women

¹²THE STATE OF GENDER EQUALITY IN THE WORKPLACE 2017

¹³ The data on women leaders

¹⁴Are Gender Differences Just Power Differences in Disguise?



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- In 2016, only six of the 50 governors in the United States are women and only two are women of color.⁹
- There are only 13 women out of all 190 heads of state.¹⁰
- Of all the people in Parliament in the entire world, only 22% of them are women¹⁰

Women leaders in WNY

- The 21 public companies headquartered in Western New York all have CEOs who are men. The same is true of the 66 companies included last year in Business First's Top Private Companies list.¹⁵
- In Western New York, CEO turnover still favors men. Of the 21 public companies headquartered here, eight have changed leadership since 2017 and another will get a new CEO in July. All of the successors have been men, with the exception of one, which has not announced a replacement CEO.¹⁵

Wealth

- In 2015, only 46 of the 400 superrich individuals in the United States (defined as having \$1.7 billion or more in total wealth) are women, and only one of these 46 women is a woman of color.⁹
- Among the highest-wage workers, women make up only 27 percent of those who are paid \$100,000 or more per year. The income gap for black and Hispanic women is even worse: These women make up about 4 percent (385,000 of the 9 million U.S. workers in this income bracket) of people who are paid \$100,000 or more annually.⁹

Nonprofits

- Women make up 75 percent of the nonprofit workforce but just 43 percent of the CEOs⁹
- At the largest nonprofits (those with budgets of \$50 million or more), only 18 percent of CEOs are women, while at the smallest nonprofits, women make up 55 percent of CEOs⁹
- Women CEOs in the nonprofit sector earn 6 to 8 percent less than their male peers, depending on the size of the organization⁹
- Board members in the nonprofit sector are nearly as likely to be women as men (48 percent versus 52 percent). Only 20 percent of nonprofit board members were people of color in 2014, and a quarter of nonprofit boards were all white.⁹

Women in management

- Few retail managers are women, and even fewer —less than 10% — make it to CEO positions.¹⁶
- The share of women in managerial positions in both private and public sectors around the world has risen slightly to 33%.¹⁷
- Women make up 44 percent of managers at the lowest level, but drop to 23 percent four grades up, at the executive management level, and just 15 percent at the highest level.³
- For every 100 men promoted to manager, only 79 women receive those promotions. This is why men end up holding 62% of manager positions, while women hold only 38%. Further findings in

¹⁵ The chasm that is WNY's gender gap

¹⁶ 12 Ways to Help Women in Retail Advance into Management

¹⁷ Automation is helping to push women out of the workforce



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the report indicate that if promotions and hires continue at this rate, the number of women in management will increase by just 1% over the next decade.¹⁸

- Women are less likely to be hired into manager-level jobs, and they are far less likely to be promoted into them—for every one hundred men promoted to manager, seventy-nine women are. Largely because of these gender gaps, men end up holding 62 percent of manager positions, while women hold only 38 percent.¹⁹
- Women are 22 percent less likely to reach manager level than their male peers²⁰

Women on boards

- In 2017, women held just 18% of positions on the boards of the 3,000 largest publicly traded corporations in the U.S.²¹
- A Business Journals analysis of roughly 1,800 publicly traded companies found women now account for 15 percent of all board seats, up from 11 percent five years prior.²²
- The share of women sitting on the boards of Fortune 500 companies has more than doubled, from 9.6% in 1995 to 22.2% in 2017.¹³
- Women hold 12% of board seats worldwide. In the C-suite in the US, only one in five women. One in 30 are women of color.¹
- The percentage of women on Russell 3000 company boards rose from 16 percent in 2017 to 17.7 percent in 2018²³
- In 2018 the percentage of companies in the Russell 3000 stock index with no female board members declined to 18% from 23% in 2017 and 22 companies achieved an equal board seat split between men and women²⁴
- There is a 15% increase in profitability for companies when women are on their boards²⁵
- Only 26.5% of executives and only about 21% of board seats are held by women in the S&P 500⁵
- There is a 15% increase in profitability for companies when women are on their board²⁵

Women leaders in education

- In 2016, 30.1% of university presidents were women, triple the share in 1986.¹³
- In 2014, white women made up 18 percent of superintendents, black women made up 1 percent, and women of other races and ethnicities together made up about 1 percent²⁶
- At the local level, women make up more than 40 percent of school board members but just 26 percent of city council members

¹⁸ These companies are making sure more women get promoted to management

¹⁹ Women in the workplace 2018

²⁰ WHEN SHE RISES, WE ALL RISE.

²¹ https://issuu.com/cityandstate/docs/c sny_10292018_webissue/38

²² Behind the gains for women in corporate leadership

²³ Education, networking and the work of targeted groups combine

²⁴ Leveraging the power of we

²⁵ MACA: The real way to make a country great

²⁶ Barriers and Bias



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What is the WNY Women's Foundation doing about it?

- In western New York, the WNY Women's Foundation in 2018 closed its first cohort of 13 employers for a new program called All In. Those companies – ranging from a small nonprofit to a large private company with more than 60,000 employees – are making a commitment to equitable work places, said Sheri Scavone, executive director of the foundation.²⁷

²⁷Education, networking and the work of targeted groups combine to increase the number of female executives on public company boards