

GENDER DIVERSITY IN THE WORKPLACE

2024

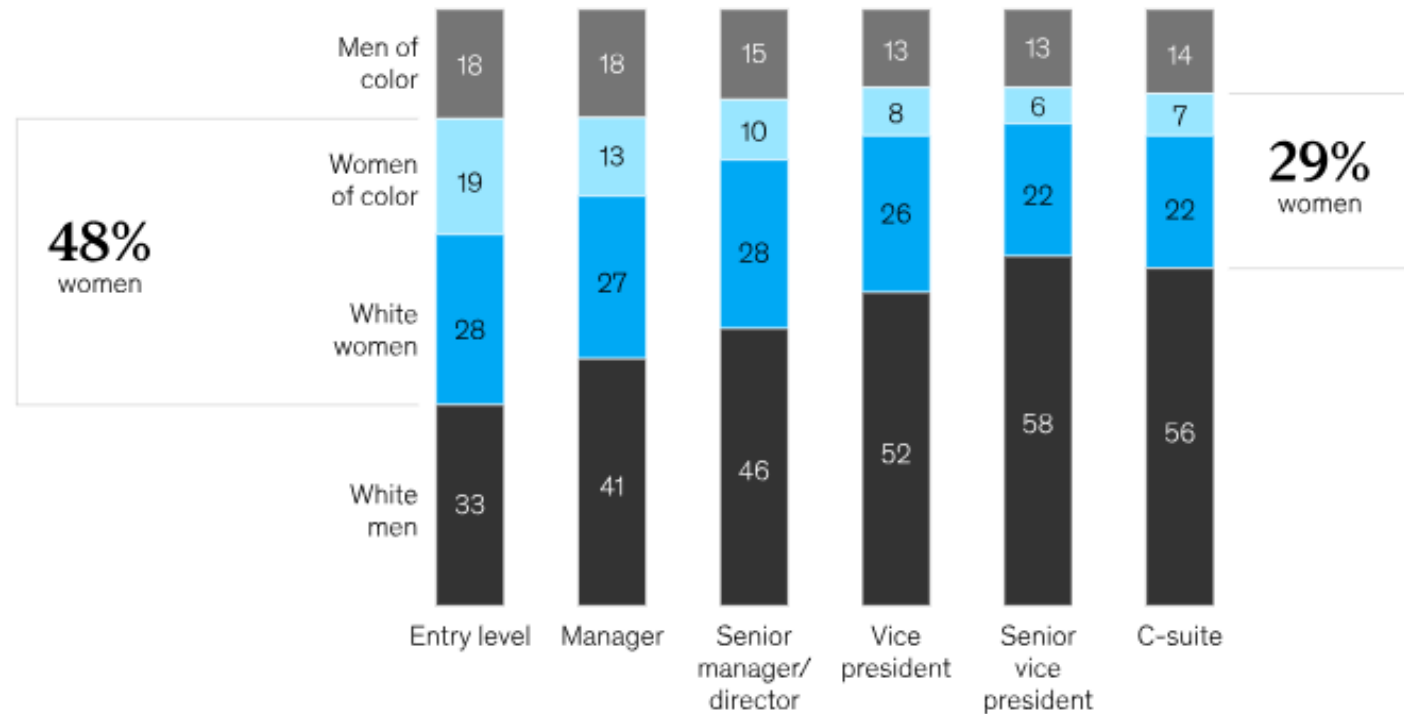
“ *The most significant barrier to female leadership is the actual lack of females in leadership.* ”

-Oracle CEO, Safra Catz

Who?

Women in the workplace remain underrepresented at every stage of the corporate pipeline, especially the c-suite

Representation in corporate role, by gender and race, % of employees



What?

Women hold merely

29%

of C-suite positions

Why?

“Broken rung” that limits promotions

Societal biases and stereotypes

Underrepresentation in “feeder” roles

Work-life balance challenges

Women excel and surpass men in 17 of 19 leadership capabilities



Initiative-taking

Championing change

Relationship-building

Resilience

Bold decision making

Setting ambitious goals

Enhancing collaboration

Developing others

Impact of having women in the c-suite:

Increased profitability

More satisfied customers

Enhanced employee engagement

Higher retention rates

Better stock performance



How?

Identify and develop talent
Foster inclusivity
Mentorship
Promote equal pay
Support working mothers
Engage male allies

