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16% of Board Seats Are Held by Women – Up 11% Since 2011

The Forum of Executive Women’s 2017 Women in Leadership Report Reveals Where Women Leaders Stand in Our Region’s Companies

Philadelphia, PA – October 26, 2017 – A new analysis released today on the gender composition of boards of directors, senior executives and top earners for 2016 at the region’s top 100 public companies shows that more women are advancing to the boardrooms but not as many are reaching senior positions.

For the 17th year, The Forum of Executive Women has produced the *Women in Leadership* report to provide an important barometer for measuring progress of women leaders in the Greater Philadelphia region. Since 2013, The Forum has collaborated with the Philadelphia office of PwC, which serves as The Forum’s “Women Upfront” annual sponsor and conducts the research behind the report findings.

For the first time, the report adds new measurements, including gender diversity by industry sectors and the number of women in elected offices. Previously titled, *Women on Boards*, the report’s new title, *Women in Leadership*, reflects the broader view The Forum is taking by addressing the issue of whether our region is doing enough to support the advancement of women as leaders.

“The report was developed to raise awareness, stimulate thought-provoking discussion, and compel local business leaders to take action to increase the number of women in leadership roles throughout the region,” according to Deanna M. Byrne, Managing Partner in PwC’s Philadelphia office and a Forum member.

KEY FINDINGS FOR 2016*

- Total of 870 board seats: 16% (136) of those seats were held by women – an increase since 2011 from 11% (94 seats).
- 76 board seats opened up, but only 17% of those seats went to women - a sharp drop from 2015, when 33% of open seats went to women.
- Since 2011, the number of companies with no female directors dropped from 36 to 19 companies.
- 15% of C-suite leaders were women, an increase from 11% since 2011.
- Only five of the region’s top 100 companies were headed by a female CEO.
- Only 11% of top earners are women.

* The data collection was based on the Philadelphia region’s top 100 public companies as ranked by 2016 revenue by the *Philadelphia Business Journal*.

“In terms of companies, we applaud those that recognize the value of placing talented women in key leadership roles, but there is still much to be done,” says Margaret A. McCausland, President of The Forum of Executive Women.

Women in Leadership 2017 was released today at The Forum’s Annual Leadership Breakfast in Center City Philadelphia, which drew more than 600 women leaders and guests from the tri-state area. Eileen McDonnell, Chairman and CEO of Penn Mutual Life Insurance Company, addressed the audience as this year’s keynote.

For the first time, The Forum report looked at the gender composition of national and state elected offices in Delaware, New Jersey and Pennsylvania, which reflects the same lagging percentage of women holding leadership positions in business.

- U.S. Senate: No women from the tri-state area hold seats
- U.S. House of Representatives
 - 1 out of 12 from New Jersey are women (8%)
 - No women hold Pennsylvania seats
 - Delaware’s only U.S. representative is a woman
- State House of Representatives/General Assembly
 - 20% of Pennsylvania’s representatives are women
 - 22% of Delaware’s representatives are women
 - 31% of New Jersey’s representatives are women
- State Senate
 - 14% of Pennsylvania seats held by women
 - 19% of Delaware seats held by women
 - 28% of New Jersey seats held by women

The report also highlights the Pennsylvania House of Representatives’ unanimous passing of a resolution, sponsored by Representative Kate Harper (R-Montgomery County) and strongly supported by The Forum, urging public and private companies as well as nonprofit organizations doing business in Pennsylvania to have a 30% representation of women on their boards by 2020. The Forum recognized 11 area companies at their Leadership Breakfast that achieved board composition of 30% or more women in 2016, with American Water Works Co. Inc. leading the pack at 63%.

The complete report is available online at <http://foew.com/initiatives/women-in-leadership-report/>.

About The Forum

Founded in 1977, The Forum of Executive Women is the region's premier women's organization, actively working to increase the number of women in leadership roles, expand their impact and influence, and position them to drive positive change in the Greater Philadelphia region. Visit www.foew.com.

About PwC

At PwC, our purpose is to build trust in society and solve important problems. PwC is a network of firms in 158 countries with more than 236,000 people who are committed to delivering quality in assurance, advisory and tax services. Visit www.pwc.com.

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