



Take Action to Create a Culture That Values Women

How Leaders Can Use Findings from The Forum of Executive Women's Women in Leadership 2018 Report to Impact their Companies and Communities

The *Women in Leadership 2018* report, prepared by The Forum of Executive Women and PwC, provides an assessment of the gender composition of the boards of directors, senior executives and top earners at the Philadelphia region's top 100 revenue-producing public companies. Researched and distributed annually since 2002, the report serves as a valuable tool to compel individuals and organizations to **take action** to increase the number of women in leadership roles throughout the region. The following action items help to create a culture that values women. They also support fostering and embracing diversity in the C-suite and the boardroom. See the complete report at [WIL 2018](#)

12 Ways Company Leadership Can Create a Culture that Values Women:

1. Examine the company-by-company findings in [WIL 2018](#) to gauge how your leadership teams compare to industry peers.
2. Build a talent pipeline: Change will continue to be slow if there aren't enough women at every stage of the pipeline.
3. Examine board of director procedures and tenures. Lengthy director tenures can result in too few vacancies.
4. Provide flexibility, such as video-conferencing and flex-time, to support employees who are raising children or caring for older parents.
5. Regularly update your list of high-potential employees and assign promising leaders to projects that involve interaction with the board.
6. Establish a clear corporate mission, which will help attract and retain the diverse talent.
7. Be accessible and participate in conversations with women at all levels to position their thinking about their career progression and understand how to achieve it while still having a vital life outside of work.
8. Use a skills matrix to identify board candidates to make sure all eligible employees are considered.
9. Employ systematic board succession planning, which is key to making sure boards become more diverse.

10. Review [WIL 2018](#) to determine whether the companies you do business with have women in critical roles.
11. Determine if you are staying competitive by drawing on women's expertise and perspectives.
12. Communicate and support those goals that establish and foster a culture that values women.

Highlighted Findings from The Forum's *Women in Leadership 2018* Report

- **Women Top Earners**
 - In 2017, the percentage of female top earners went down from 11% in 2016 to 10% in 2017.
 - Out of the 100 public companies in the report, 60 had no female top earners in 2017.
- **Women on Boards**
 - In 2017, only 17% of board seats were held by women, up from 16% in 2016.
 - In 2017, only 19% of board openings went to women, up from 17% in 2016.
 - In 2017, 18 of 100 public companies in the report did not have any women on their boards
- **Women Executives**
 - Out of the 100 public companies in the report, 43 had no women executives in 2017.
 - Out of 625 total executives, only 95 were women.
 - Of the 100 companies in the report, only one has an employee composition where 55% of employees are women.

The Forum of Executive Women provides speakers, resources and guidance to companies on how to leverage the leadership report findings to encourage leading practices, meaningful conversation, engage employees and identify talented women for board and C-suite positions. www.foew.com

About The Forum of Executive Women

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 over 250,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at www.pwc.com/US.

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