



Take Action: Create a Culture that Supports Gender Equity

A Guide to Using Findings from The Forum of Executive Women's *Women in Leadership 2019* Report to Impact Companies and Communities

The *Women in Leadership 2019* 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*, as well as political representation in Pennsylvania, Delaware and New Jersey.

Researched and distributed annually since 2002, the report serves as a valuable tool to compel individuals and organizations to [take action](#) to help increase the number of women in leadership roles.

The Forum urges corporate leaders to create a culture that supports gender equity by utilizing the following action items to effect positive change. Emerging female leaders can determine whether the companies they are involved with are making serious strides toward placing talented women in key leadership roles and can utilize these strategies to position their own careers for advancement. View the full report at [WIL 2019](#). For details on the **Take Action Campaign** go to <https://foew.com/resources/women-in-leadership-take-action-campaign/>.

For Leaders: Ways to Create a Culture that Supports Gender Equity

1. Examine the company-by-company findings in the *Women in Leadership 2019* report to determine how your leadership team compares to industry peers.
2. Build a talent pipeline by maintaining a list of high-potential employees and assign promising leaders to projects that involve interaction with upper management and board members.
3. Evaluate board of director procedures, tenures and succession planning to develop a more diverse board. Lengthy director tenures can result in too few vacancies.
4. Review how jobs are posted internally and how women are positioned to come forward to apply.
5. Provide workplace flexibility, such as video conferencing, work-from-home, and flextime, to support employees who are raising children or caring for older parents.
6. Establish a clear corporate mission that helps to attract and retain diverse talent.
7. Implement mentoring programs and networking opportunities for women to connect.
8. Participate in conversations with women at all levels to position their thinking about their career progression and help them understand how to achieve it while still having a meaningful life outside of work.

For Emerging Women Leaders: Ways to Be Your Best Advocate

1. Ask for challenging projects that provide the experience necessary to be recognized.
2. Realize your worth when asking for assignments or negotiating salary.
3. Apply for new positions and promotions even if you don't check every single box.

Highlighted Findings from The Forum's *Women in Leadership 2019* Report

Board Members:

- 18% of 893 board seats were held by women (up slightly from 17% in 2017)
- 39% of board openings went to women, the largest percentage achieved during the four years the number has been tracked
- 17 of the top 100 regional public companies were recognized as **Champions of Board Diversity** for having 30% or more women on their boards (up from 12 companies in 2017)

Executive Leadership and Top Earners:

- 42 companies operate with all-male executive teams
- 58 companies have no female top earners
- 96 companies operate with male CEOs

Women Elected to Public Office for PA, DE and NJ:

- No regional women serve in the US Senate
- US House of Representatives – 22% of PA seats are held by women, up from 0% in 2017
- Approximately 25% of State Senate seats are held by women in PA, DE and NJ
- State House of Representatives - 27% (PA), 24% (DE), and 34% (NJ) of seats are held by women.

**Data from region's top 100 public companies (by 2018 revenue) that are subject to SEC regulations as published in the Philadelphia Business Journal July 2019 rankings. SEC data were only available for 99 of the top 100 companies.*

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. The Forum also 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 PwC

At PwC, our purpose is to build trust in society and solve important problems. PwC is a network of firms in 157 countries with more than 276,000 people who are committed to delivering quality in assurance, advisory and tax services. www.pwc.com.

When Posting to Social Media: #WomenInLeadership; @PwCUS; @FOEWPHL

Media Contact: Ellen Langas, NouSoma Communications, Inc., 610-658-5889; cell 610-256-2946, ellen@nousoma.com