



WOMEN  
BUSINESS  
COLLABORATIVE

ACTION INITIATIVE:



# WOMEN IN THE PIPELINE

## ABOUT WBC

The Women Business Collaborative is an unprecedented alliance of over 40 women's business organizations collaborating together to accelerate the pace of change. We are also a movement of millions of executives, business organizations, public and private companies, and the media. We reach our goals by collaborating and coordinating, amplifying and aggregating best practices and thought leadership against Nine Action Initiatives as areas to accelerate change. The Women in The Pipeline Action Initiative accelerates women's access to networks, leadership programs, and mentorship opportunities.

## VISION

We envision providing a rich resource repository of trusted partners, advisors, and consultancies that organizations can utilize to accelerate their organizations' Pipeline to Parity.

## OUTLOOK

While the business case for parity has long been confirmed and understood, many businesses struggle to create a strategy for momentum. While there is a strong desire to reap the business benefits resulting from parity, there is lack of understanding on how this can be achieved.

McKinsey's Women in the Workplace 2020 reports that for every 100 men promoted to manager, only 85 women were promoted—and this gap was even larger for some women: only 58 Black women and 71 Latinas were promoted. As a result, women remained significantly outnumbered in entry-level management at the beginning of 2020—they held just 38 percent of manager-level positions, while men held 62 percent.

One factor impacting this is that women are less likely to be designated as high potentials and considered for promotions. In top performing organizations globally, women represent only 28% of the high-potential pool (and that number is even lower, 16%, for low performing organizations). In addition, according to our partner Working Mother Media, only 28% of women - versus 53% of men - participated in a leadership development program in the past 24 months. Further, far more men than women are benefiting from networking, mentoring, and sponsorship than women: 54% of men had a career discussion with their mentor or sponsor in the past 24 months vs 39% of women.

## GOALS

- To ensure that high potential women in their mid-careers are tapped for operating roles at the same rate as their male counterparts with access to leadership training and development for management by 2025
- 25% of women at all levels of leadership are women of color by 2030
- The same number of women as men receiving mentors and sponsors by 2025
- The same number of women as men participating in leadership development programs by 2025

## CHAIRS

**Dr. Rosina L. Racioppi.** *President & CEO, WOMEN Unlimited, Inc.*  
**Tacy Byham, Ph. D.** *Chief Executive Officer, Development Dimensions International (DDI)*

## PARTNER ORGANIZATIONS

- C200
- National Association of Women Business Owners (NAWBO)
- WOMEN Unlimited, Inc.

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*"In order for women to consistent momentum in their career, we must support their development of key professional relationships and leadership development."*

*- Rosina Racioppi and Tacy Byham, Chairs*

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