



WOMEN  
BUSINESS  
COLLABORATIVE

## ACTION INITIATIVE



# WOMEN IN THE C-SUITE AND EXECUTIVE LEADERSHIP WITH P&L RESPONSIBILITY

## ABOUT WBC

The Women Business Collaborative is an unprecedented alliance of over 73 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 C-Suite and Executive Leadership with Profit & Loss (P&L) Responsibility Action Initiative propels the C-Suite towards gender parity while ensuring women in executive positions attain significant managerial duties.

## VISION

Our definition of success for this initiative is full gender parity in the C-Suite by 2030. In order to do this, we will collaborate with corporations and nonprofits to build the pipeline and highlight best practices in promoting women, with special consideration for women of color, across the C-Suite.

## OUTLOOK

According to the World Economic Forum the proportion of women in senior executive roles globally has been stuck at 24% for more than a decade. From entry-level to the C-suite, women remain underrepresented in corporate America. Although women made representation gains of five percentage points in leadership roles in the past five years, they still make up less than 25 percent of executive-level positions, according to McKinsey's joint report with LeanIn.Org, Women in the Workplace 2021. An ISS Analytics study showed that nearly 80% of women executives are concentrated in finance, legal and Human Resources, not in operating and P&L roles that lead to CEO opportunities.

## GOALS

- 8% and 17% of women occupying the C-Suite have substantial P&L responsibility by 2025 and 2030 respectively
- 25% and 30% of candidates assessed for C-Suite roles are women by 2025 and 2030 respectively
- 10% of all women in the C-Suite are women of color by 2030
- Equal numbers of men and women receive detailed information on career paths leading to line management roles by 2025

## CHAIR

**Subha Barry**, President, Seramount

## PARTNERS

- ATHENA International
- Bloomberg GEI
- Bolster
- Catalyst
- C200
- Catalyst
- Ellevest Network
- GW4W
- HACR
- Linkage
- National Association for Female Executives (NAFE)
- Network of Executive Women (NEW)
- Seramount
- Watermark
- Women for Economic and Leadership Development (WELD)
- Women's Forum of New York