



ACTION INITIATIVE



GENDER AND PAY PARITY

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 Gender and Pay Parity Action Initiative confronts inequities in corporations and promotes the retention of women and their advancement to leadership roles.

VISION

The mission of the Gender Parity Action Initiative is to achieve gender parity in corporate leadership by 2030. The WBC Gender Parity Action Initiative has adopted the Paradigm For Parity® Coalition's 5-Point Action Plan to accelerate the pace of gender parity for women of all races, cultures and backgrounds. Engaging with CEOs at corporations who will commit to this solution is key to realizing the mission.

The mission of the Pay Parity Action Initiative is to eliminate the pay gap for all women at the C-Suite and other levels and for full controlled pay parity for small and medium-sized businesses.

OUTLOOK

In spite of the challenges of the COVID-19 crisis, women's representation improved across all levels of the corporate pipeline in 2020. This is an encouraging sign—and worth celebrating after an incredibly difficult year. But there are also persistent gaps in the pipeline: promotions at the first step up to manager are not equitable, and women of color lose ground in representation at every level.

In 2022, the uncontrolled gender pay gap is \$0.82 for every \$1 that men make, which is the same as last year. Payscale's gender pay gap report does not show that the uncontrolled gender pay gap has closed during COVID-19.

GOALS

- Full gender parity in the C-Suite by 2030
- 25% of all new females in the C-Suite are women of color by 2025
- Pay parity in the C-Suite by 2030
- Full "controlled" pay parity for all women in the Russell 3000 by 2025
- Private SMBs (Small and Medium Sized Businesses) to achieve full "controlled" pay parity by 2030

CHAIRS

Beth Kent, Executive Director, Paradigm for Parity® Coalition

PARTNERS

- Bloomberg Gender-Equality Index
- Catalyst
- Culture@Work
- Equal Rights Advocate
- GDKA
- Gender Fair
- National Association for Female Executives (NAFE)
- Paradigm for Parity
- Seramount
- SHE Community