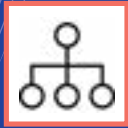




WOMEN
BUSINESS
COLLABORATIVE

ACTION INITIATIVE



WOMEN IN THE PIPELINE

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 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

Women of color continue to lose ground at every step in the pipeline—between the entry level and the C-suite, the representation of women of color drops off by more than 75 percent. As a result, women of color account for only 4 percent of C-suite leaders, a number that hasn't moved significantly in the past three years.

Women continue to face a broken rung at the first step up to manager: for every 100 men promoted to manager, only 86 women are promoted. As a result, men outnumber women significantly at the manager level, which means that there are far fewer women to promote to higher levels. The broken rung likely explains why representation of women at the senior-manager, director, and vice-president levels has improved more slowly than the pipeline overall.

On average, women are promoted at a lower rate than men. The biggest gender gap is at the first step up to manager: entry-level women are 18 percent less likely to be promoted than their male peers.

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

CO-CHAIRS

Dr. Rosina L. Racioppi. *President & CEO, WOMEN Unlimited, Inc.*

Tacy Bayham, Ph. D. *Chief Executive Officer, Development Dimensions International (DDI)*

PARTNERS

- DDI
- Forté Foundation
- Linkage
- National Association of Women Business Owners (NAWBO)
- NEW
- Seramount
- STEMconnector
- WELD
- WOMEN Unlimited, Inc.