

2025

Women CEOs in America

Field to Fortune:
Athletics and Women CEO Leadership



WOMEN
BUSINESS
COLLABORATIVE

Table of Contents

Executive Summary	3
The Current State of Women CEOs in America	5
The Data: An Overview	6
2025 Data–Index by Index: FORTUNE 500	8
2025 Data–Index by Index: FORTUNE 1000	9
2025 Data–Index by Index: S&P 500	10
2025 Data–Index by Index: RUSSELL 3000	11
2025 Data–Index by Index: PRIVATE COMPANIES	13
The Sports Connection	15
The Sports Connection – FORTUNE 500	16
The Sports Connection – FORTUNE 1000	16
The Sports Connection –S&P500	17
Women Crushing it in the Sports World	18
The Sports Connection –RUSSELL 3000	19
The Sports Connection –Private Companies	20
Conclusion	21

Executive Summary

About this report

Women Business Collaborative (WBC) is proud to release the 5th Annual Women CEOs in America Report detailing the status of women CEOs across the business landscape.

In the first section, as with past years, we are reporting the representation of women CEOs, going behind and beyond the numbers to tell a deeper story about what organizations and the women themselves are doing--and need to do--to advance more women to CEO roles.

Numbers at a Glance

Index	2025 Women CEOs (# & %)	2024 Women CEOs (# & %)	2023 Women CEOs (# & %)
Fortune 500	55 (11%)	52 (10.4%)	52 (10.4%)
Fortune 1000	93 (9.3%)	98 (9.8%)	
S&P 500	47 (9.4%)	39 (7.8%)	41 (8.2%)
Russell 3000	227 (7.6%)	270 (9%)	204 (6.8%)
Private Companies	269 (8.6%)	180 (7.2%)	79 (3.3%)

Detailed analysis, figures, and findings are captured in the pages that follow.

In the second section we highlight this year's theme, **"Field to Fortune: Athletics and Women CEO Leadership,"** offering new analysis that builds on existing research to explore the connection between women's executive leadership and athletic participation as a pathway to corporate success. This theme also aligns with WBC's **In the Arena** Initiative, which bridges sports and business to advance women into leadership, strengthen organizational performance, and shape a more inclusive future workforce in the sports industry.

Major Takeaways:

- The number of Women CEOs is holding steady, with women CEOs averaging 9.2% of CEOs across the Fortune 1000, S&P 500, Russell 3000, and Private Companies.
- 10.2% of Women CEOs have an athletic background at a collegiate or elite level.
- Close to two-thirds (62%) of athlete-CEOs are concentrated in healthcare, consumer goods, and technology — sectors defined by performance, adaptability, and constant innovation.

Now More Than Ever:

These 10 Accelerators for driving women into CEO roles must take center stage

In our inaugural report, we introduced Ten Accelerators to guide this work. Today, we once again invite senior leaders to act on these commitments:

1. Recognize women's experience, talent, and acumen to be CEOs
2. Turn to Board leaders for commitment and recognition for women in the pipeline
3. Create shareholder and stakeholder value
4. Sponsor and advocate for women leaders
5. Advocate for women of color
6. Celebrate and affirm the men who are driving results
7. Use successful women CEO role models as examples and advocates
8. Pay equal or better compensation
9. Search firms include women in their slates
10. Join women's organizations focused on position, pay and power for all women

Keep these accelerators in mind as you read through this report. If each of us takes deliberate action, we can significantly move the needle, ensuring that the number of diverse women CEOs grows not only steadily but at an increasingly rapid pace.

WBC is unwaveringly committed to these accelerators and to all initiatives that accelerate the advancement of women to CEO roles, including active support of girls and women in all aspects of sports. Hope you will be too.

As always, change is **#FasterTogether**.

Women CEOs in America

Part I: Data Summary

Data Summary

Women average 9.2% of CEOs across all indices

Index	2025 # Women CEOs	2025 % Women CEOs
Fortune 500	55	11%
Fortune 1000	93	9.30%
S&P 500	47	9.40%
Russell 3000	227	7.60%
Private Companies	266	8.50%

As of June 30, 2025, 55 women lead Fortune 500 companies, accounting for 11% of all CEOs, up from 10.4% in 2024. Fortune 1000 women now lead 93 companies in the Fortune 1000, representing 9.3% of CEOs, a slight difference from 2024, at 9.8%. Women now comprise 9.4% of CEOs in the S&P 500, with 47 women at the helm, up from 7.8% in 2024. 227 women CEOs are part of the Russell 3000 (7.6%), down from 9% in 2024. Finally, 266 women lead Private Companies with revenue of more than \$1 Billion in 2025, steady progress, with a 5.7% increase year-over-year since 2023.

Methodology

For number of women CEOs:

- Our analysis encompasses executive leadership data from premier business indices, including the Fortune 500, Fortune 1000, S&P 500, Russell 3000, and private companies exceeding \$1 billion in revenue.
- The study period spans July 1, 2024, through June 30, 2025, providing a current snapshot of corporate leadership.

For Athletic participation:

- We found information regarding athletic participation of women CEOs through open source data including articles, interviews, college websites, and sports rosters.
- All but two CEOs with an athletic background participated in sports at the collegiate level.
- Athletic participation spanned the following sports: Basketball, Track & Field, Fencing, Rugby, Soccer, Ice Hockey, Tennis, Volleyball, Golf, Field Hockey, Lacrosse, Squash, Gymnastics, Water Polo, and Softball.
- One CEO was an Olympian and world champion rower, and another is a professional drag racer.

The Data

An Overview

All Indices

- An average of 9.2% women CEOs
- Of which 12.4% are Women of Color (WOC)
- Average of 10.5% of women CEOs across indices have an athletic background

Fortune 500

- As of June 30, 2025, 55 women led Fortune 500 companies, accounting for 11% of all CEOs, up from 10.4% in 2024
- 8 Women of Color CEOs represented 14.5% of all women Fortune 500 CEOs
- Since 2024, there have been 25 CEO changes; 3 new women CEOs were appointed, while men replaced 3 women

Fortune 1000

- Women led 93 companies in the Fortune 1000, representing 9.3% of CEOs, a slight dip from 2024, at 9.8%
- 11 Women of Color CEOs represented 11.8% of all Women Fortune 1000 CEOs
- 9 total CEO changes since 2024, 4 new women CEOs took over from men

S&P 500

- Women comprise 9.4% of CEOs in the S&P 500, with 47 women at the helm, up from 7.8% in 2024
- 6 CEOs, or 12.8% of women in the S&P 500 are Women of Color
- Of the 47 CEO changes since July 4, 2024, men replaced men in 40 instances, and men replaced women in 4 instances
- Three new women CEOs have been appointed since 2024, all replacing men

Russell 3000

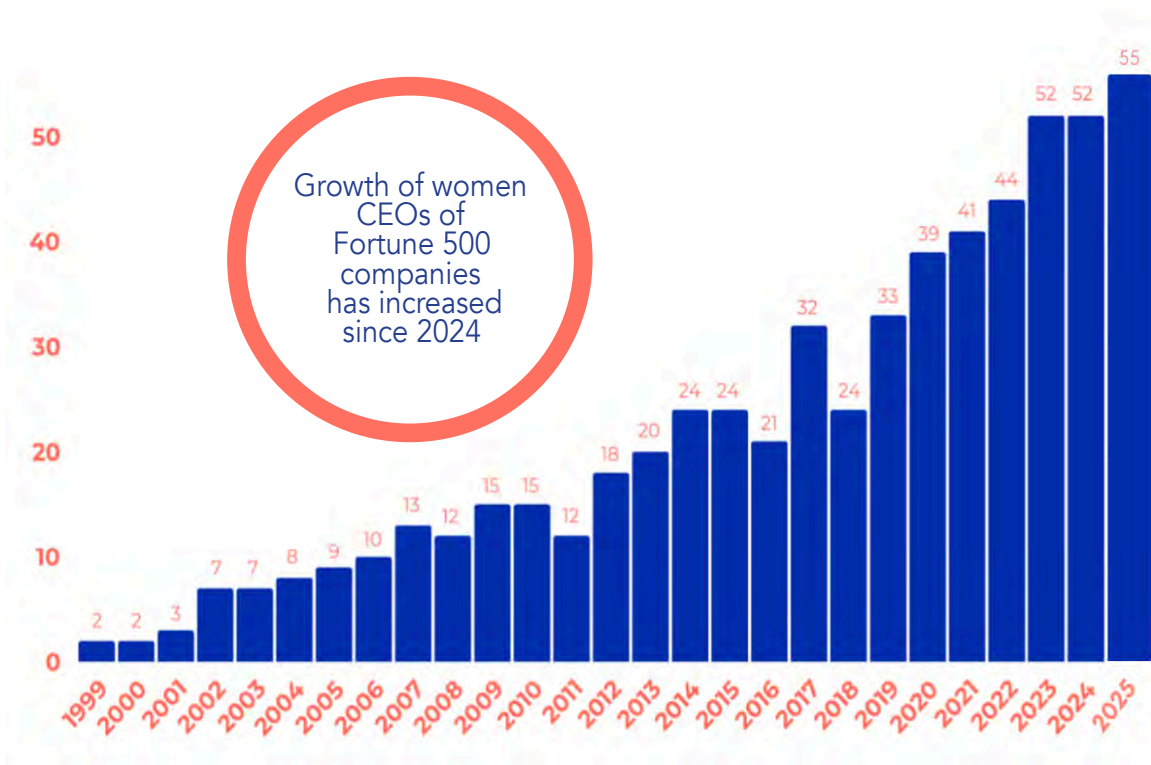
- Women represented 7.6% of CEOs in the Russell 3000, or 227 women, down from 9% in 2024
- 29 Women of Color CEOs, represented 12.8% of all Women Russell 3000 CEOs
- Despite the decline, the index welcomed 44 new women CEOs over the past year

Private Companies

- 266 women led private companies with revenue of more than \$1 Billion, a 5.3% increase year-over-year since 2023
- 27 CEOs, or 10.2% of women CEOs in private companies are Women of Color
- Across 3,135 companies, there were 167 new CEOs, of which 31 were women. 125 men CEOs replaced men, 10 men replaced women, 30 women replaced men, and 2 women replaced women

Fortune 500

Fortune 500 New Women CEOs by Year



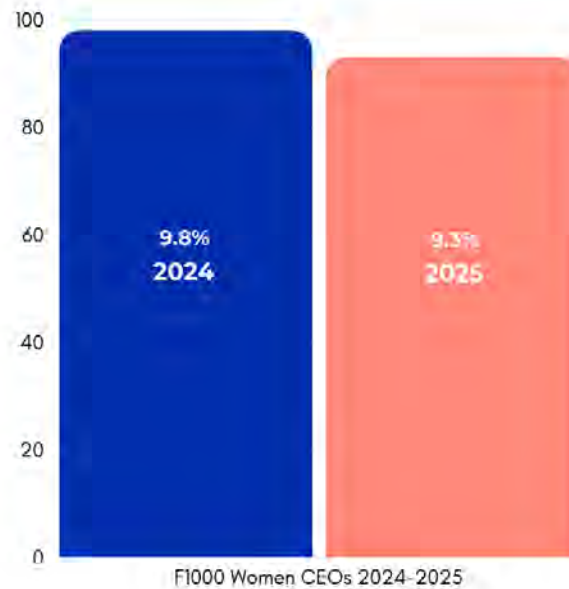
New women CEOs in the Fortune 500

Name	Company	Indices
Gunjan Kedia	USB	Fortune 500, S&P 500, Fortune 1000, Russell 3000
Susan Morris	ACI	Fortune 500, Fortune 1000, Russell 3000
Kecia L. Steelman	ULTA	Fortune 500, S&P 500, Fortune 1000, Russell 3000

Fortune 1000

Fortune 1000 New Women CEOs

93 women CEOs make up 9.3% of the Fortune 1000 (93/1000). 11 Women of Color CEOs, represent 11.8% of all women Fortune 1000 CEOs



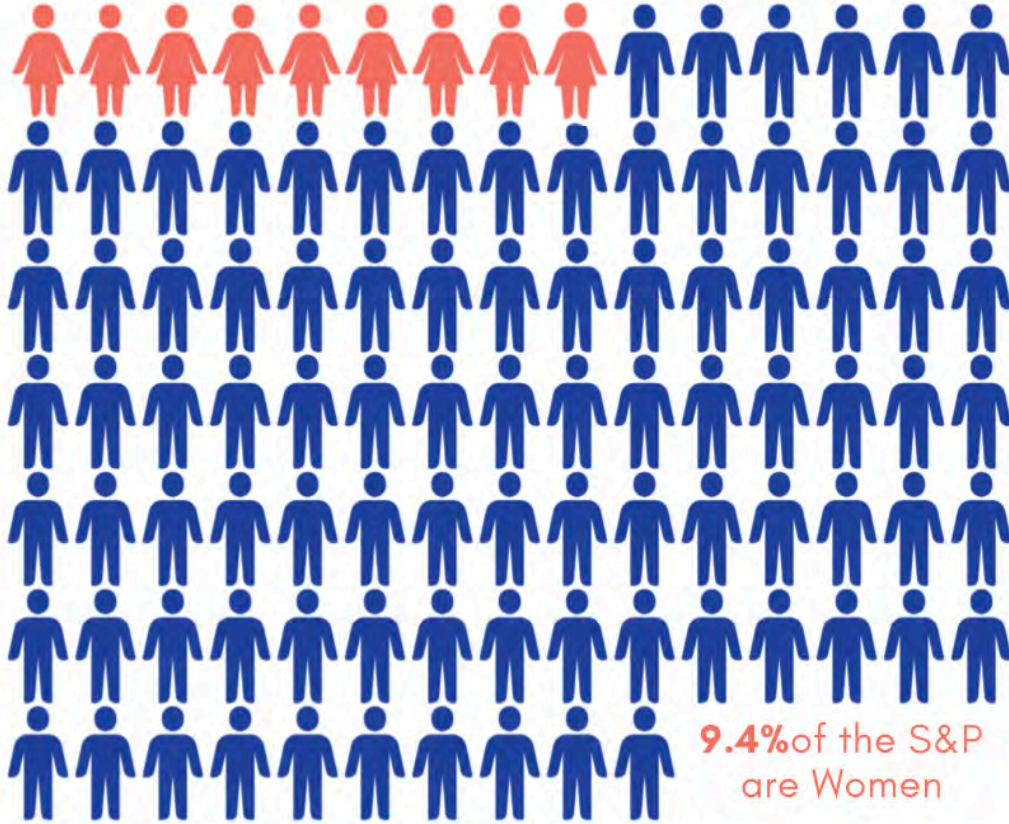
4 new women CEOs in the Fortune 1000. 3 took over from men

Name	Company	Indices
Gunjan Kedia	USB	Fortune 500, S&P 500 Fortune 1000, Russell 3000
Susan Morris	ACI	Fortune 500, Fortune 1000, Russell 3000
Kecia L. Steelman	ULTA	Fortune 500, S&P 500 Fortune 1000, Russell 3000
Denise W. Warren	BKD	Fortune 1000, Russell 3000

2025 DATA

S&P 500

3 new women CEOs, all replacing men



Name	Company	Indices
Gunjan Kedia	USB	Fortune 500, S&P 500 Fortune 1000, Russell 3000
Ashley McEvoy	PODD	S&P 500, Russell 3000
Kecia L. Steelman	ULTA	Fortune 500, S&P 500 Fortune 1000, Russell 3000

Russell 3000

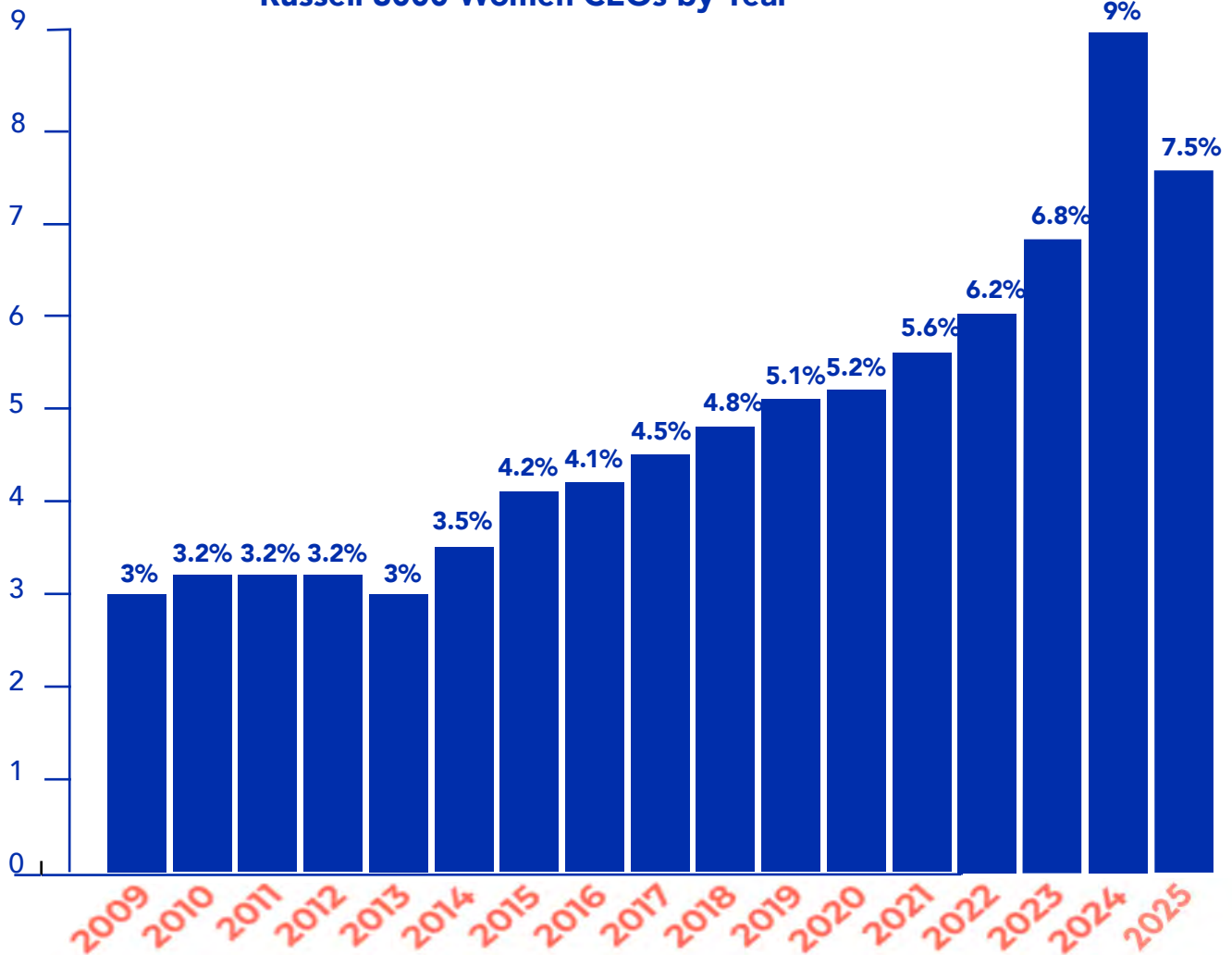
44 New women CEOs were promoted during the reporting period; 5 women left before June 30

Looking beyond the top 500 lists, the Russell 3000 covers a wider view of companies listed on the stock market than other indices. It delivers a broader view of the largest public companies incorporated in the United States, covering approximately 98% of tradable stocks.

In 2021, women made up 6.2% of CEOs in Russell 3000 companies. From 2021 to 2025, this index saw incremental growth. As of June 2025, there were 270 women CEOs in the Russell 3000.

Of these 227 women, only 29, or 12.8% are women who are racially or ethnically diverse. 39 acting women were appointed CEO since our 2024 report. Notably, there were 44 women CEOs appointed, however 5 resigned before our reporting period ended.

Russell 3000 Women CEOs by Year



NEW WOMEN CEOs in the Russell 3000

Name	Company	Indices
Lindsay Androski	ABUS	Russell 3000
Dawn Carter Bir	GERN	Russell 3000
Jessica Elizabeth Buss	LPRO	Russell 3000
Anesa T. Chaibi	GIC	Russell 3000
Theresa Condor	SPIR	Russell 3000
Ashley Cordova	NVCR	Russell 3000
Mary Ellen Coyne	JILL	Russell 3000
Sheri Louise Dodd	TCMD	Russell 3000
Kimberly A. Fields	ATI	Russell 3000
Linda Findley Kozlowski	SNBR	Russell 3000
Whitney Wolfe Herd	BMBL	Russell 3000
Gunjan Kedia	USB	Fortune 500, S&P 500 Fortune 1000, Russell 3000
Natalya Leahy	LIND	Russell 3000
Rati Sahi Levesque	REAL	Russell 3000
Alison E. Lewis	HAIN	Russell 3000
Michelle S. Mapes	GPPE	Russell 3000
Maryann T. Mannen	MPC	Fortune 500, Fortune 1000 Russell 3000
Kiersten Medvedich	GAIA	Russell 3000
Ashley McEvoy	PODD	S&P 500, Russell 3000
Susan Morris	ACI	Fortune 500, Fortune 1000, Russell 3000
Catherine E. Owen Adams	ACAD	Russell 3000
Winifred Y. Park	FIVE	Fortune 1000, Russell 3000
Mojdeh Poul	IART	Russell 3000
Smriti Laxman Popenoe	AX	Russell 3000
Heather Lynn Rosentrater	AVA	Russell 3000
B. Nicole Sherman	RVSB	Russell 3000
Pamela J. Shelley-Kessler	LTC	Russell 3000
Jennifer Lynn Slater	STRT	Russell 3000
Kecia L. Steelman	ULTA	Fortune 500, S&P 500 Fortune 1000, Russell 3000
Deanna D. Strable-Soethout	PFG	Fortune 500, S&P 500 Fortune 1000, Russell 3000
Natalia Shuman-Fabbri	MG	Russell 3000
Catherine M. Szyman	MASI	Russell 3000
Hillary Super	VSCO	Fortune 1000, Russell 3000
Margaret Tooth	TRUP	Russell 3000
Denise W. Warren	BKD	Fortune 1000, Russell 3000
Suzanne C. Winter	Aray	Russell 3000
Kelly Young	AAMI	Russell 3000

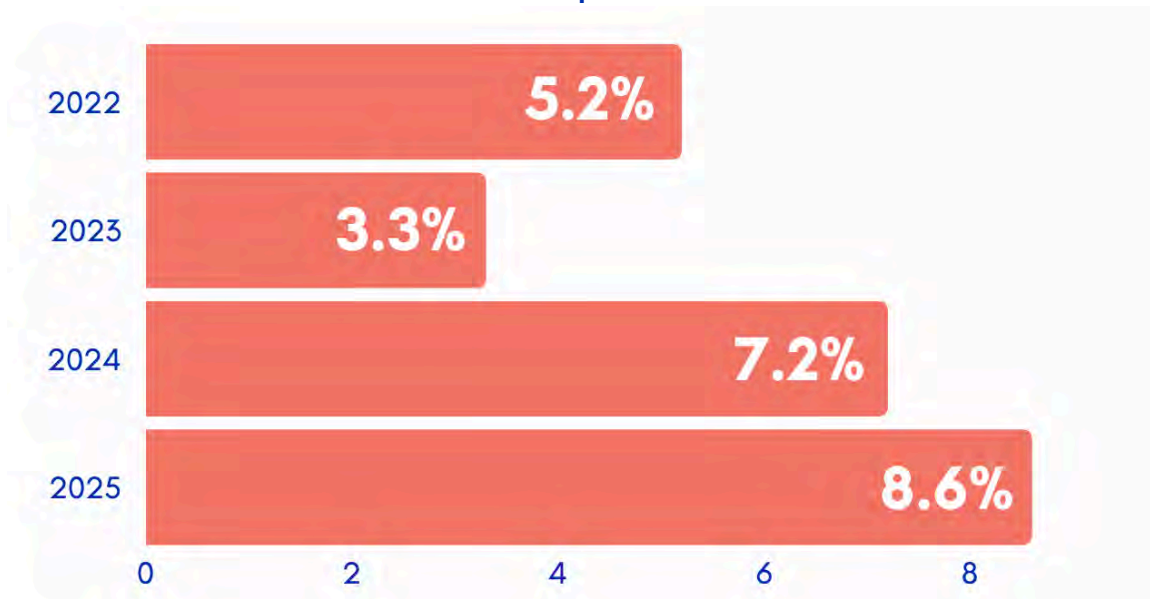
2025 DATA

Private Companies

32 new women CEOs, 30 replacing men.

22.6% of CEOs of private companies with revenue greater than \$1 Billion are women (266/3135). 10.1%, or 27/266 women of them are Women of Color. This is a significant increase from last year's 7.2%. Women have been gradually increasing their share of CEO positions in public companies, and progress remains steady in 2025. Since 2024's report, representation rose steadily, reaching 266 women CEOs as of June 2025, a 47% increase. Over the past year, 32 women were appointed as CEOs, though the number of men appointed during the same time was exponentially higher at 135.

Women CEOs of Private Companies



“ We celebrate and support the diversity and unique experiences of our teammates to elevate & implement the best ideas, to inspire news of working together and to better serve our customers. ”



Linda Rendle
Chair & CEO, Clorox Inc.

NEW WOMEN CEOs in Private Companies

CEO Name	Company
Stacy G. Ackermann	K&L Gates LLP
Kate Barton	Dentons
Annalisa Bloodworth	Oglethorpe Power Corporation
Fiona Bruder	George P. Johnson Company
Andrea Brule	Sugar Foods Corp.
Caroline Carney	Magellan Health Services, Inc.
Tara Comonte	Weight Watchers International Inc.
Brenda DeHart	Foremost Farms USA Cooperative
Janet Dell	The Freeman Company
Stacy Durbin	HUFF REALTY
Julie Gostic	G2 Secure Staff LLC
Rebekah Gray	Gray Construction, Inc.
Suzy Hays	C Spire
Emily Hazen	Aya Healthcare, Inc.
Amanda Hoffman	Favorite Healthcare Staffing, Inc.
Beth Ann Kaminkow	Dentsu America
Tine Knott	Development Alternatives, Inc.
Teresa Kossayan	West Valley Staffing Group, Inc.
Josee Larocque	K2-MDV Holdings, LP
Mary Beth Laughton	Recreational Equipment, Inc.
Robin Menchen	Rotech Healthcare Inc
Myechia Minter-Jordan	AARP
Jennifer Morgan	Ultimate Kronos Group
Shawna Nelson	Organic Valley
Michele Peluso	Revlon Consumer Products Corporation
Anita Salvatore	Travel and Transport, Inc. (Corporate Travel Management, CTM)
Debbie Stroud	Whataburger
Rania Succar	Kaseya International Limited
Carlyn Taylor	Sirva, Inc.
Janet Truncale	EY (Ernst & Young LLP)
Carol Voorhees	New Jersey Manufacturers Insurance Co.
Sheryl Wallace	Ardent Mills



Women CEOs in America

Part II: Athletics and
Women CEO Leadership

The Sports Connection and Women Leaders

A Powerful and Compelling Story

On the field, women learn to make strategic decisions under pressure, lead teams toward shared goals, and persevere through setbacks—all qualities that mirror the demands of corporate leadership. Sports also instill confidence, resilience, and the ability to navigate competitive environments, while fostering networks of peers and mentors that extend beyond athletics.

It is therefore not surprising that our report found that women CEOs have frequently participated in college-level sports and that their involvement is a contributor to their corporate success.

The numbers:

The numbers show that playing sports has been a boost to women at all leadership levels:

- 69% of women earning \$100K+ in leadership roles played competitive sports. (Deloitte)
- 71% of women leaders at the manager to C-Suite level have a background in sports. (Women's Sports Foundation Survey)
- Cornell University research showed 80% of Fortune 500 executives and 94% of women in C-Suite roles had college athletics backgrounds
- Of 80 C-Suite women executives surveyed, only 3% did not participate in sports at any point in their lives (EY Women Athletes Business Network and espnW survey)
- 67% of women believe they carried skills from sports into adulthood (Women's Sports Foundation Report)

Throughout this section, we will highlight the number of women CEOs in each index who participated in athletics and will amplify the data with additional details, as well as comments from women CEOs themselves about the impact of sports on their careers.

The Athletic Leadership Pipeline

- Across all indices, college athletes average 10.2% of women CEOs
- 7 Athletes, or 12.7% of Women CEOs leading Fortune 500 companies played at a collegiate level
- 10 athletes, 10.8% of women CEOs leading Fortune 1000 companies played at a collegiate level
- 8 Athletes, or 17% of Women CEOs leading S&P 500 companies played at a collegiate level
- 19 Athletes, or 8.4% of women CEOs in the Russell 3000 played sports at the college level
- Only 6 women, or 2.3% of women CEOs represented in private companies have an athletic background

THE SPORTS CONNECTION: FORTUNE 500

7 Athletes, or 12.7% of women CEOs at Fortune 500 companies played sports at a collegiate level

CEO Name	Company Name	Sport Played	Level
Corie S. Barry	Best Buy	Rugby	College
Gail K. Boudreaux	Elevance Health	Basketball, Track and Field	College
Safra A. Catz	Oracle	Fencing	College
Jennifer M. Johnson	Franklin Resources	Basketball	College
Heather H. Lavalley	Voya Financial	Soccer, Ice Hockey	College
Sarah M. London	Centene	Tennis	College
Toni Townes-Whitley	Science Applications International	Basketball	College

THE SPORTS CONNECTION: FORTUNE 1000

10 athletes or 10.8% of women CEOs leading Fortune 1000 companies played at a collegiate level

CEO Name	Company Name	Sport Played	Level
Corie S. Barry	Best Buy	Rugby	College
Gail K. Boudreaux	Elevance Health	Basketball, Track and Field	College
Safra A. Catz	Oracle	Fencing	College
Jillian C. Evanko	Chart Industries	Tennis	College
Jennifer L. Honeycutt	Veralto	Soccer	College
Jennifer M. Johnson	Franklin Resources	Basketball	College
Heather H. Lavalley	Voya Financial	Soccer, Ice Hockey	College
Sarah M. London	Centene	Tennis	College
Linda Rendle	Clorox	Volleyball	College
Toni Townes-Whitley	Science Applications International	Basketball	College

THE SPORTS CONNECTION: S&P 500

8 Athletes, or 17% of Women CEOs leading S&P 500 companies played at a collegiate level

CEO Name	Company Name	Sport Played	Level
Corie S. Barry	Best Buy Co., Inc.	Rugby	College
Gail Koziara Boudreaux	Elevance Health, Inc.	Basketball, Track and Field	College
Safra A. Catz	Oracle Corporation	Fencing	College
Jennifer M. Johnson	Franklin Resources, Inc.	Basketball	College
Sarah M. London	Centene Corporation	Tennis	College
Ashley McEvoy	Insulet Corporation	Field Hockey and Lacrosse	College
Lisa Palmer	Regency Centers Corporation	Softball	College
Linda Rendle	Clorox	Volleyball	College

“ Being an athlete has certainly manifested itself in my leadership style. Being a good teammate is number one. It's not about you. You're not the person making the company money and keeping people employed. It's the team. And those are the people you have to empower. That really was one of the lessons I learned from tennis. ”



Jill Evanko
President & CEO, Chart Industries

Women Crushing it in the Sports World



- **Caitlin Clark**, the WNBA superstar, is credited with skyrocketing interest in women's basketball. She signed a groundbreaking \$28 million endorsement deal with Nike in 2024, unveiled her personal "CC" signature logo this summer, and is set to launch her own shoe and apparel line in 2026.
- **Kirsty Coventry**, an Olympic champion swimmer, is the first woman and the first African to be named President of the International Olympic Committee in June, 2025.
- **Michele Kang**, entrepreneur and owner of the Washington Spirit and founder of women's health company, Kynisca, was named ESPN's 2025 Sports Philanthropist of the Year for her transformative investments in women's sports.
- The Kansas City Current, led by investors **Angie Long**, **Brittany Mahomes**, and **Patrick Mahomes**, made history with CPKC Stadium. It's the first stadium purpose-built for a women's professional sports team and the first built by a women-led team
- **Cynt Marshall**, CEO of the Dallas Mavericks, led a cultural overhaul that resulted in a 350% increase in women in executive leadership and a 224% rise in people of color at the VP level and above at that organization.
- **Kim Ng** is the first woman general manager in Major League Baseball history, leading the Miami Marlins. Under her leadership, the team clinched a full-season postseason in 2023.
- **Naomi Osaka** is not only competing but also investing in sports, shaping the industry's future. Osaka co-founded media and production company, Hana Kuma, backed by The Players Fund and other high-profile investors.
- **Jen Pawol** became the first woman to umpire in a regular season of Major League baseball, serving at first base during the Miami Marlins-Atlanta Braves doubleheader at Truist

THE SPORTS CONNECTION: RUSSELL 3000

“ Having competed for Stanford University’s Women Swim Team I’ve come to appreciate why an athletic background is a recipe for success. ”



Stephanie Mehta
CEO, Mansueto Ventures

19 Athletes, or 8.4% of women CEOs in the Russell 3000 played sports at the college level or above

CEO Name	Company Name	Sport Played	Level
Christine Barone	Dutch Bros Inc.	Water Polo	College
Corie S. Barry	Best Buy Co., Inc.	Rugby	College
Gail Koziara Boudreaux	Elevance Health, Inc.	Basketball, Track and Field	College
Amy L. Burroughs	Terns Pharmaceuticals, Inc.	Rugby	College
Safra A. Catz	Oracle Corporation	Fencing	College
Theresa Condor	Spire Global, Inc.	Gymnastics	College
Darcy Horn Davenport	BellRing Brands, Inc.	Track and Field	College
Jillian C. Evanko	Chart Industries, Inc.	Tennis	College
Jennifer L. Honeycutt	Veralto Corporation	Soccer	College
Jennifer M. Johnson	Franklin Resources, Inc.	Basketball	College
Kathleen E. Johnson	Lumen Technologies, Inc.	Rowing	College
Helen P. Johnson-Leipold	Johnson Outdoors Inc.	Tennis	College
Heather H. Lavallee	Voya Financial, Inc.	Soccer, Ice Hockey	College
Sarah M. London	Centene Corporation	Tennis	College
Ashley McEvoy	Insulet Corporation	Field Hockey and Lacrosse	College
Lisa Palmer	Regency Centers Corporation	Softball	College
Catherine Eva Spear	FIGS, Inc.	Tennis, Squash	College
Jennifer G. Tejada	PagerDuty, Inc.	Golf	College
Toni Townes-Whitley	Science Applications International	Basketball	Olympian and World Champion

Private Companies

6 Athletes, or 2.3% of Women CEOs leading private companies played at a collegiate level

CEO Name	Company	Sport	Level
Lisa Hohman	Concordance Healthcare Solutions LLC	Basketball	College
DeAnn Golden	BHHS Georgia Properties	Swimming	College
Lisa D. Johnson	Seminole Electric Cooperative, Inc.	Swimming	College
Jen Leary	CliftonLarsonAllen LLP	Lacrosse	College
Lynsi Snyder	In-N-Out Burgers, Inc.	Drag Racing	Professional
Chrissy Taylor	Enterprise Holdings, Inc.	Field Hockey	College

9 Critical Leadership Qualities that Start with Sports

Women CEOs and other women corporate leaders pinpoint several traits they learned playing sports that have buoyed their careers. The most frequently mentioned include:

- Being a team player with emphasis on teamwork and collaboration
- Practicing resilience and adaptability
- Overcoming setbacks
- Understanding how to be a leadership presence
- Exuding confidence
- Having a strategic vision
- Possessing solid decision-making skills
- Understanding the importance of performance measurement and feedback
- Committing to continued development and innovation

CONCLUSION

Two themes resonate throughout this 2025 Women CEOs Report:

- More women are advancing to CEO roles and even replacing men, but not fast enough.
- Wide-based research continues to show that playing sports is a key contributor to women reaching all leadership levels, up to and including CEO.

Getting More Women Into the CEO Role

While there are “more” women CEOs than there were a few years ago, “more” is not good enough. The glass ceiling is holding firm. That becomes singularly clear as we look at the disparity between the number of women in the total workforce or at lower management levels versus the number of women CEOs. Progress is too slow and way slower for women of color. At this rate, parity at the CEO level would take 22 years for white women and twice as long for women of color.

Clearly, more needs to be done, and done now, so all talented women have a fair shot at becoming CEOs. These previously-mentioned 10 accelerators can significantly speed up the process:

1. Recognize women’s experience, talent, and acumen to be CEOs
2. Turn to Board leaders for commitment and recognition for women in the pipeline
3. Create shareholder and stakeholder value
4. Sponsor and advocate for women leaders
5. Advocate for women of color
6. Celebrate and affirm the men who are driving results.
7. Use successful women CEO role models as examples and advocates
8. Pay equal or better compensation
9. Search firms include women in their slates
10. Join women’s organizations focused on position, pay and power for all women

WBC is a long-standing supporter and advocate of these accelerators. Clear and simple: they work at moving more women up to CEO roles

The Sports Connection

As highlighted in this report, many women CEOs participated in athletics.

By bridging tactical execution with strategic vision, women athletes build a foundation of leadership, discipline, and teamwork that directly translates into boardrooms and executive offices, positioning them as strong candidates for the C-Suite.

Many acknowledge the contribution of that participation to their career growth with the skills and strategies honed on the playing field serving them well throughout their careers.

That's why, along with advocating for more women CEOs in the workplace, corporate leaders, and society as a whole, should enthusiastically support girls and women in sports. The two are clearly connected.

Major Action Steps:

- *Encourage girls of all ages to participate in the sports of their choice*
- *Counsel high school girls to keep a favorite sport in their mix as they head for college*
- *Reiterate the connection between playing sports and future career success*
- *Work towards women's sports being recognized as equal to men's, both at the amateur and professional levels*
- *Increase the number of women who act as coaches, analysts, owners, and C-Suite leaders in all sports*
- *Look at women in sports leadership and create connections with other industries*

Whether it's across the overall corporate landscape, in specific industries or in the sports world, WBC is committed to larger numbers of women stepping into roles of visibility, influence and power—especially as CEOs. Learn more about our work and our latest initiatives: www.wbcollaborative.org

Join Us.
Progress is always *#FasterTogether*

“ [Women] should talk about the work they've done because other people can benefit from what you've learned and what you've done.

”



Doris Meister
Fmr. Chairman & CEO, Wilmington Trust
German Olympic Swimmer

Credit Where Credit Is Due

This report was created thanks to the hard work and talents of our organization and many individual contributors. We thank all our data partners including Equilar, Eos Foundation, and PrivCo for their collaboration on this report. Thank you to Alyssa Derrick and Jennifer Donaldson for leading production. Thank you to our writer Joyce Thomas, and layout consultant Maheen Naeem. WBC also thanks Interns Morgan Farley, Theresa Shanderson, and Samantha Janes for their data support. We thank those women CEOs with which we work for their leadership and dedication to building the pathways and pipeline.

Finally, thank you, the reader, for your engagement and your commitment. WBC will continue to build equal position, pay, and power for all women in business - thus allowing for more women CEOs in America.

