

ALLIES

for Gender Equity: Why, What, and How?

International Women's Month 2022

Elissa Sangster, CEO, Forté
Amy Orlov, Director, Professional Programs, Forté
March 18, 2022



VISTAGE

Some Introductions



ELISSA SANGSTER

CEO
SHE/HER



AMY ORLOV

DIRECTOR, PROFESSIONAL PROGRAMS
SHE / HER

Why Were Women Not Adequately Represented in Business?

2001

A business career can't align with my values.

No one I know went to business school.

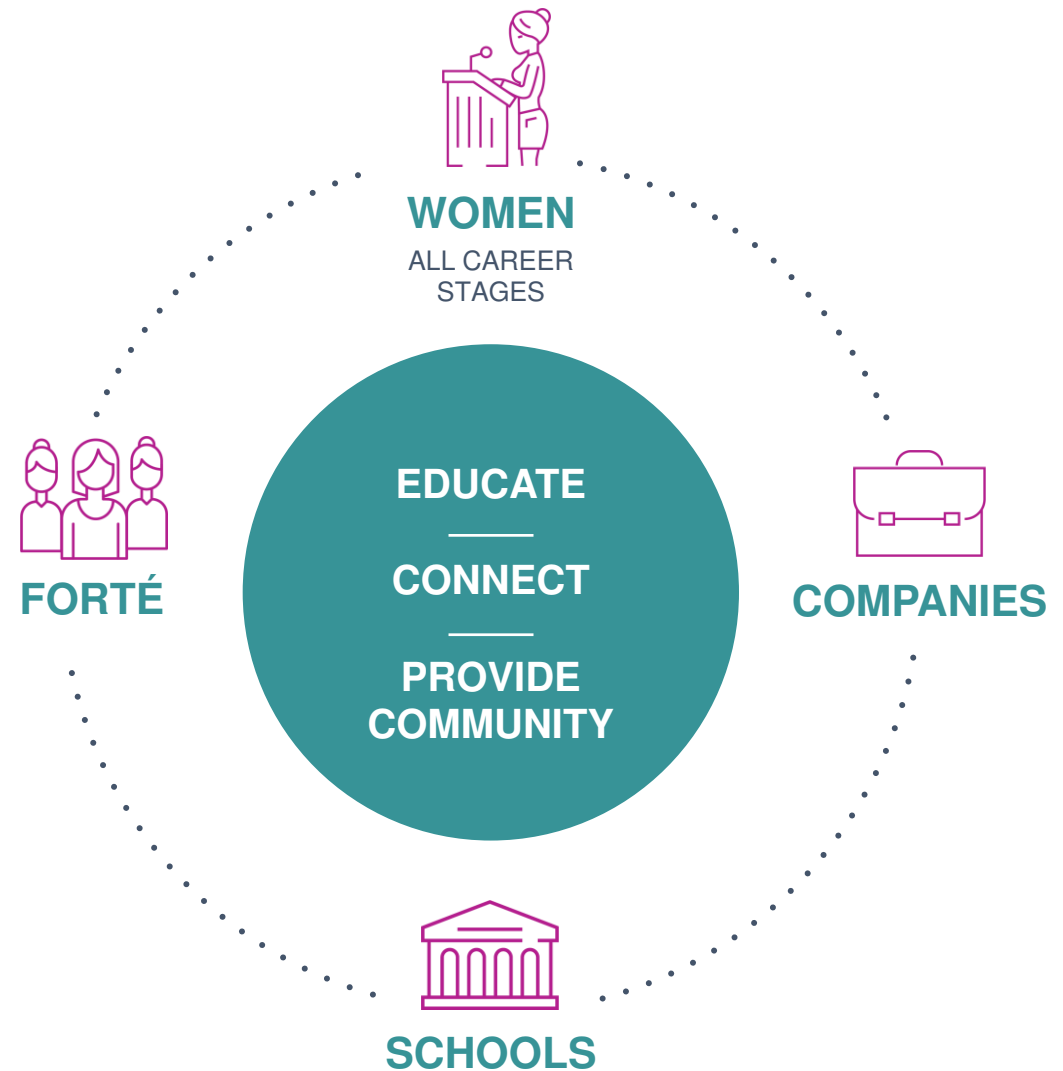


I don't have the right skills for business.

I don't see women having satisfying careers in business.

*From [*Women and the MBA: Gateway to Opportunity*](#)

FORTÉ VISION AND MISSION



Some of our partner companies....



Some of our partner MBA programs...

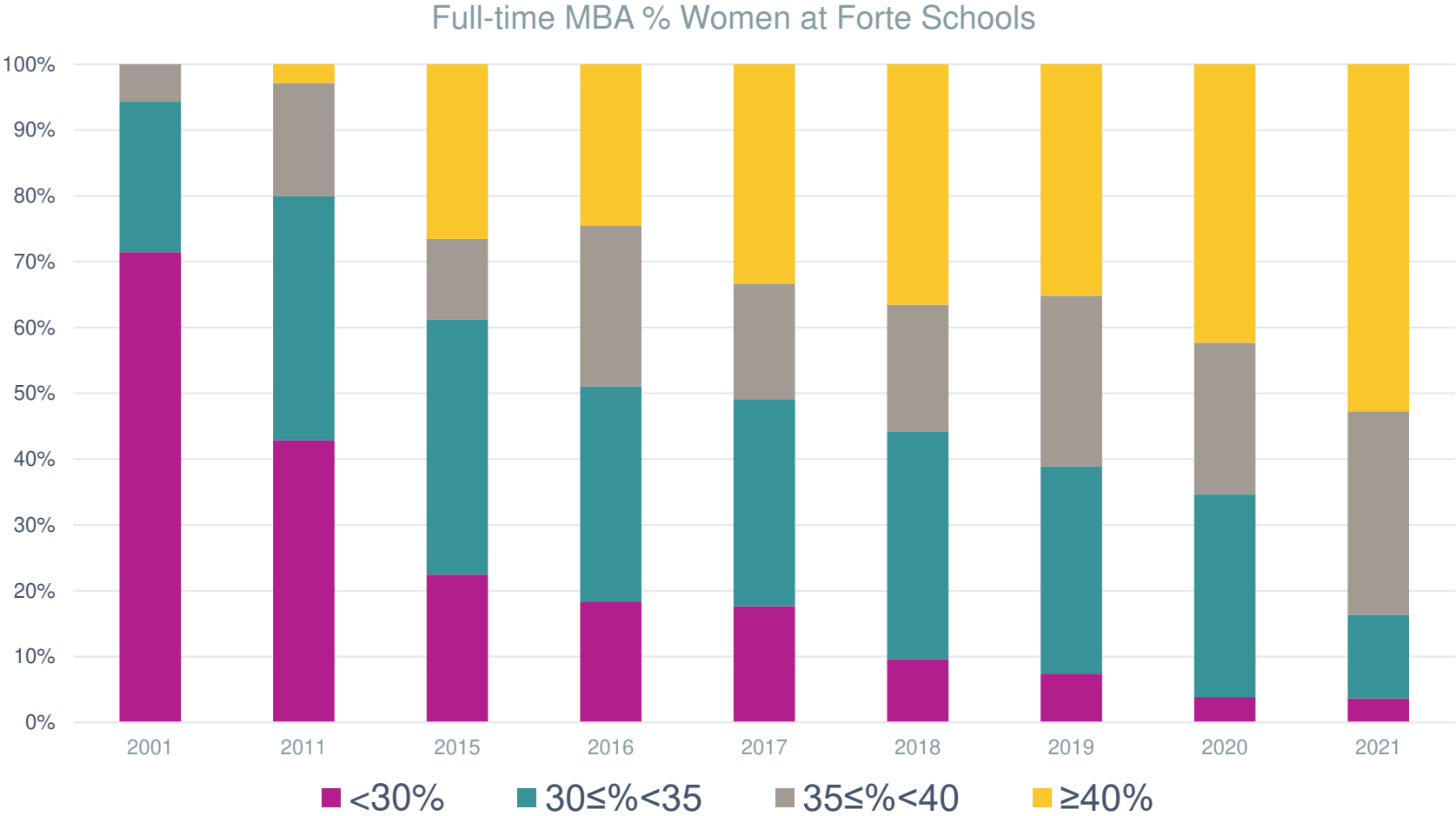


ALLIES

for Gender Equity: Why, What, and How?

WHY?

Full-time MBA % Women Enrolling in 2021



CURRENT U.S. LANDSCAPE FOR WOMEN LEADERS



6.2%

U.S. S&P 500
CEOs



16%

U.S. GENDER
PAY GAP



28%

S&P 500
BOARD
SEATS



2.3%

VENTURE
CAPITAL
FUNDING

CURRENT LANDSCAPE FOR WOMEN LEADERS

The Gender Pay Gap Visualized

Gender pay gaps and equal pay days for different races and ethnicities in the U.S.

For every dollar white, non-Hispanic men earned in 2020, women got paid ...

Asian women **87 cents**



Women overall* **82 cents**



Black women **63 cents**



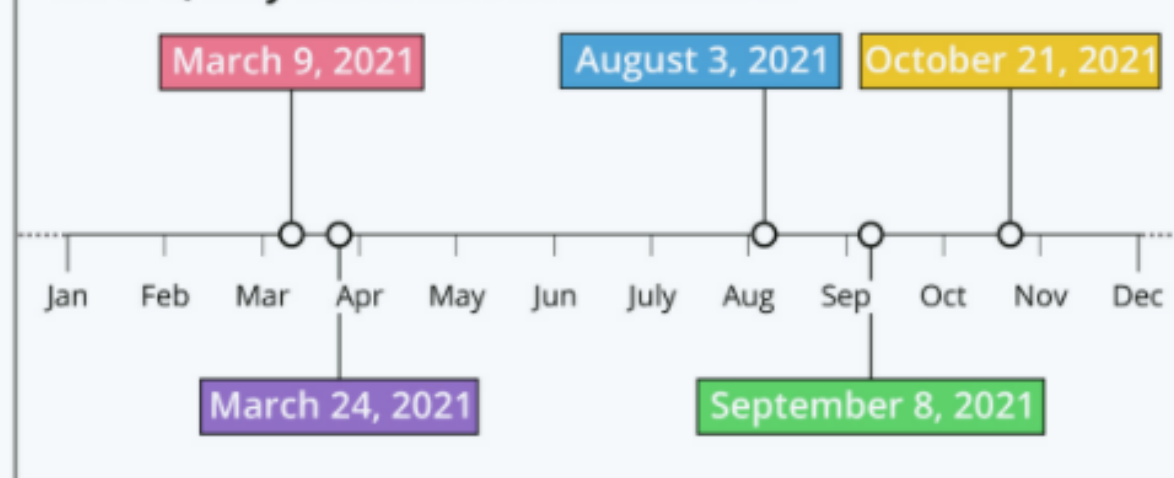
Native American women **60 cents**



Latina/Hispanic women **55 cents**



To earn what white, non-Hispanic men earned in 2020, they would have to work until ...



* compared to men overall

Based on median annual earnings of full-time, year-round workers

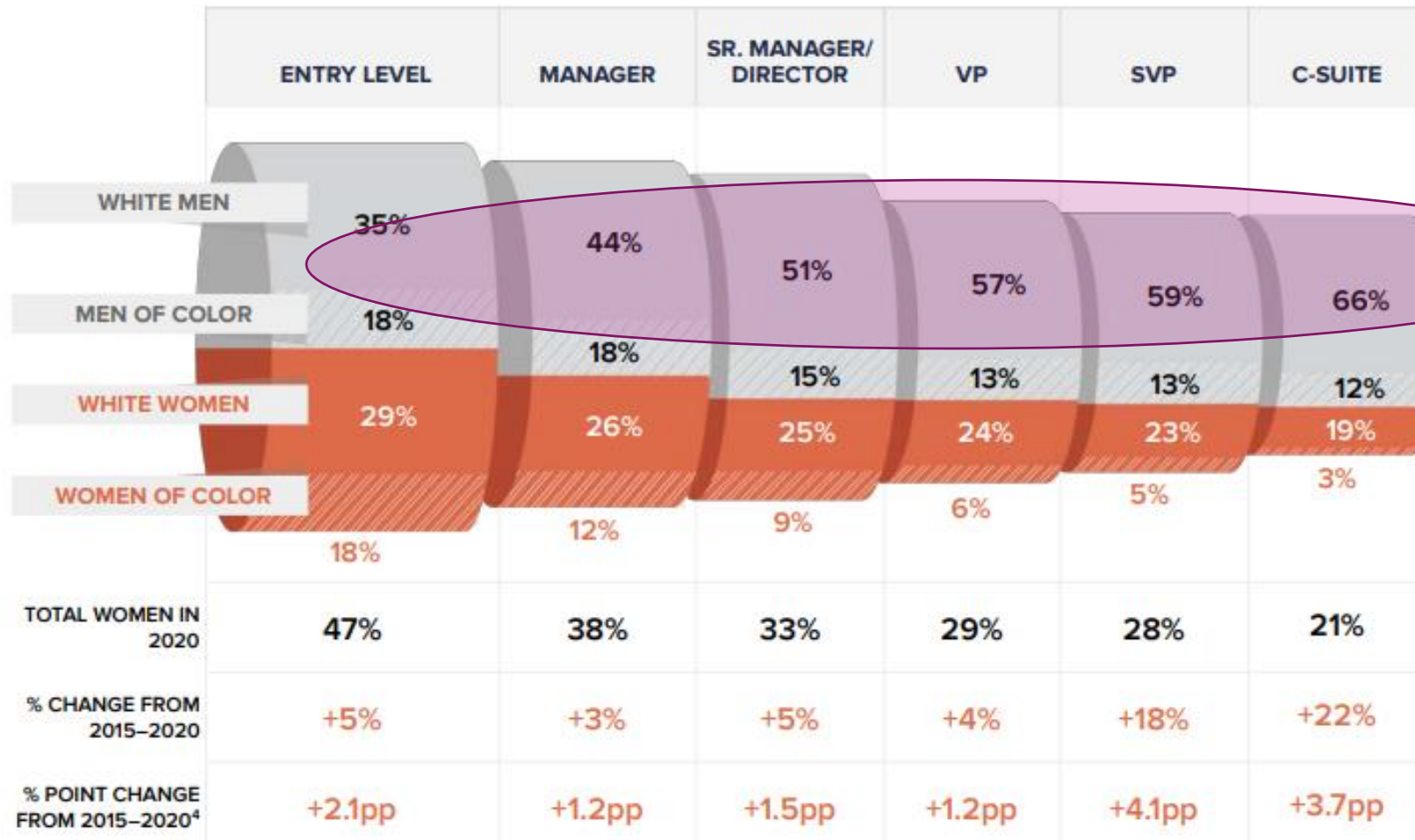
Sources: National Women's Law Center, AAUW



statista

THE BUSINESS CASE FOR DIVERSITY

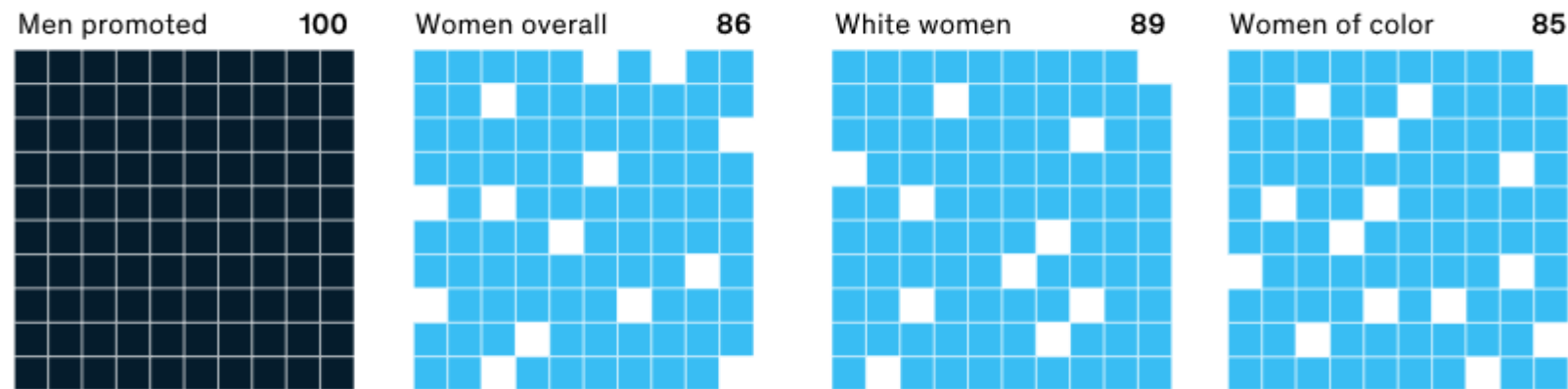
% of employees by level at the start of 2020



(From McKinsey Women in the Workplace 2020 study, based on research from 317 companies across Canada and the U.S.)

Highlights from McKinsey Women & the Workplace 2021

For every 100 men promoted to first-level manager at end of 2020, number of women promoted

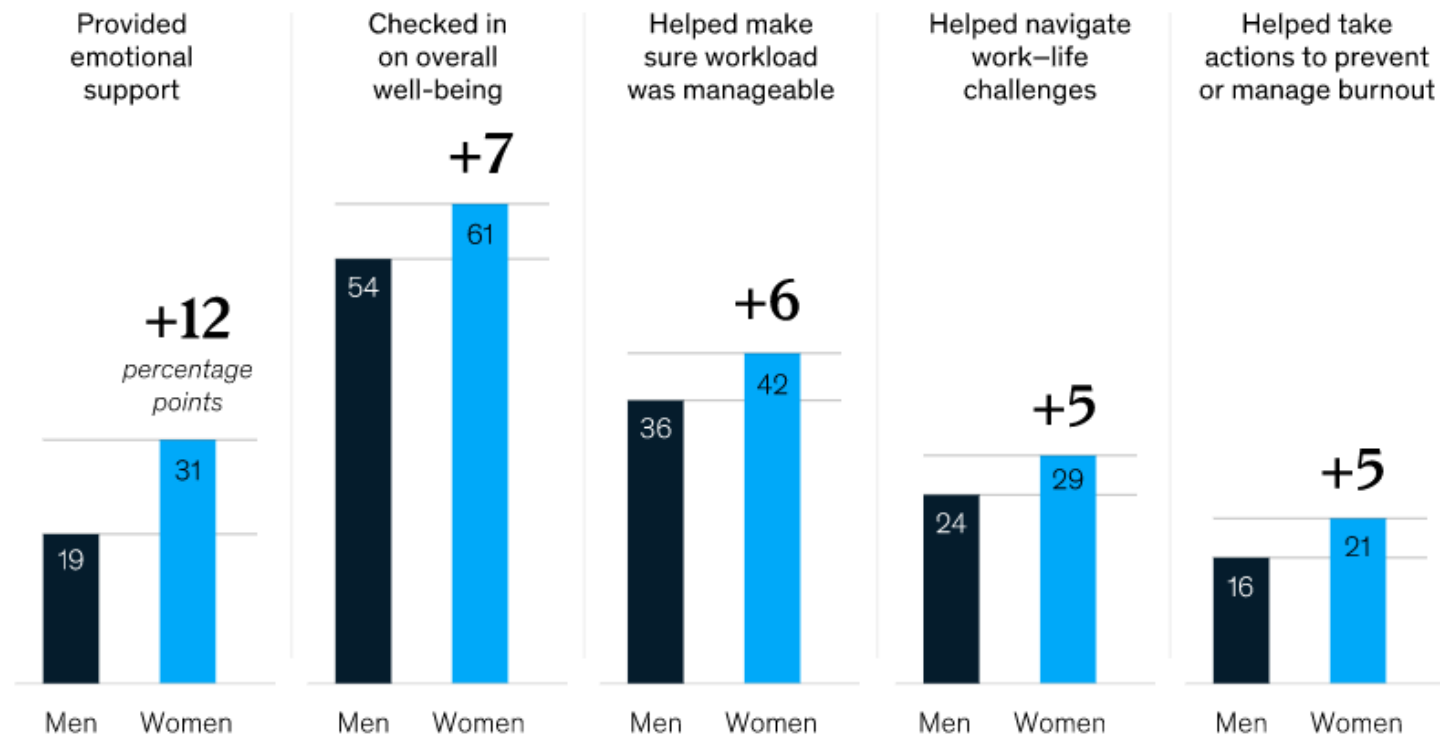


Source: *Women in the Workplace 2021*, LeanIn.Org and McKinsey, 2021

Highlights from McKinsey Women & the Workplace 2021

Employees with women managers are more likely to say that their manager has supported and helped them over the past year.

Actions taken by managers to support employees, by manager's gender, % of respondents

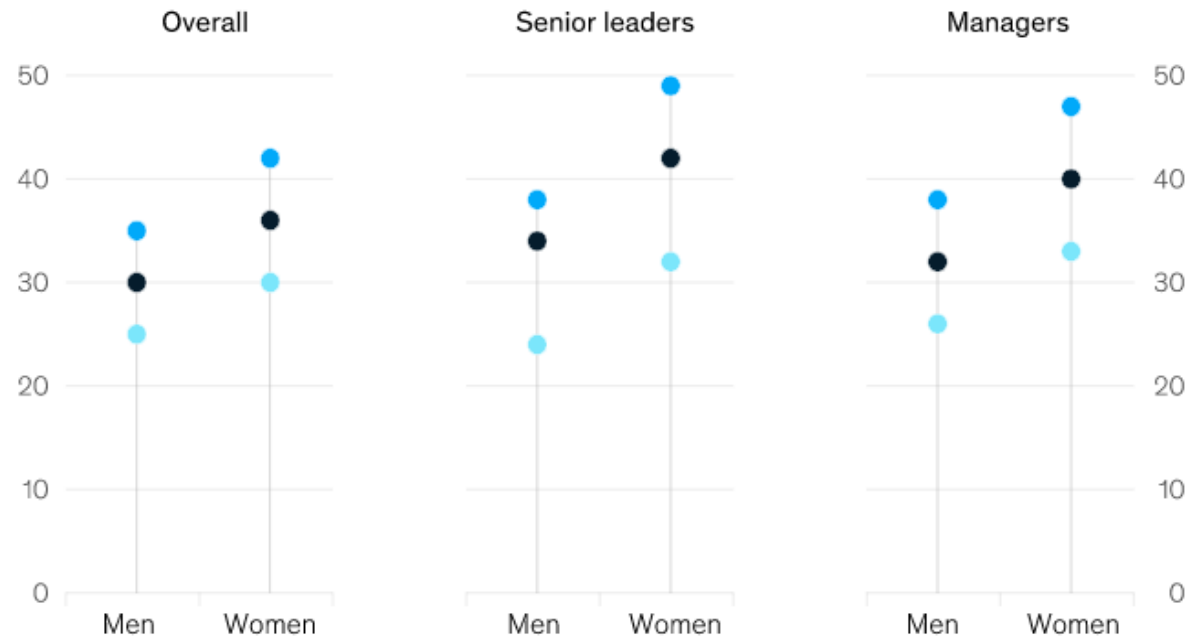


Highlights from McKinsey Women & the Workplace 2021

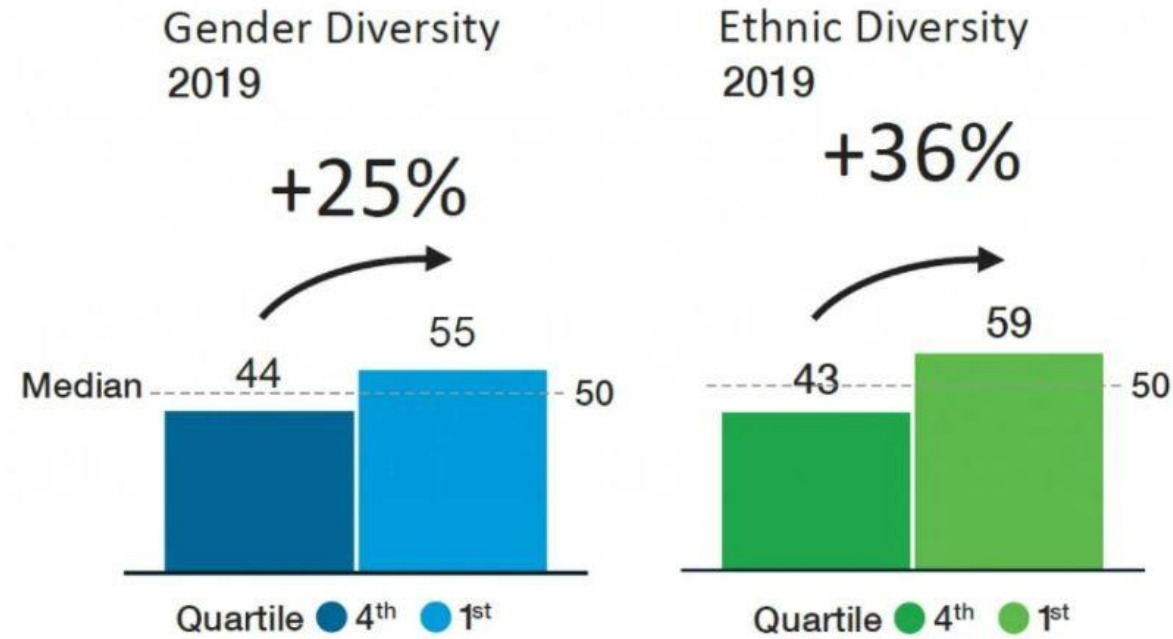
Burnout, stress, and exhaustion continue to affect women more than men.

Respondents experiencing burnout, stress, or exhaustion, by gender,¹ %

● Burned out ● Chronically stressed ● Exhausted



THE BUSINESS CASE FOR DIVERSITY



The chart above is from McKinsey's most recent report, "[Diversity Wins: How inclusion matters.](#)" It shows (blue bars) that organizations with diversity of gender are 25% more likely to be more profitable than their peers. It also shows that organizations with diversity of ethnicity (green bars) are 36% more likely to be more profitable than their peers.

THE BUSINESS CASE FOR DIVERSITY

Diversity and Inclusion is an Important Factor in Millennials' Job Search

Millennials are significantly more likely than older generations to consider the diversity and inclusiveness of a workplace to be an important criterion in their job search.

"If I were to look for a new job tomorrow, a diverse and inclusive workplace would be important in my job search" (% agree)

47*



Employed Millennials

33



Employed Gen Xers

37



Employed Boomers

*Significantly higher than other generations

We already know the business case for diversity...



“Diversity is good. Pass it down.”

AUDIENCE POLL

If you identify as a man, share your thoughts on gender equity (selecting the statement that best describes your opinion):

- 1) Gender equity efforts are a problem for men at my company.
- 2) Gender equity efforts are not needed at my company.
- 3) Gender equity is not my problem to solve at my company.
- 4) I see instances of gender inequity at my company but am unsure how to respond.
- 5) I see instances of gender equity at my company and know how to respond to them.

MEN'S RESPONSE TO GENDER EQUITY IN THE WORKPLACE



QUESTION: True or False

~**30%** of women report that they are often the only woman or one of the only women in the room at work.

Q: THE ONLYS

	WHAT IT FEELS LIKE TO BE THE ONLY	
	Woman*	Man
Under pressure to perform	38%	10%
On guard	31%	11%
Left out	25%	10%
Fortunate to be there	23%	11%
That your actions reflect on people like you	22%	7%
Closely watched	22%	8%

* Percentage of employees who report these feelings when they are an Only

FALSE

LinkedIn and McKinsey's 2018 Workplace Report found that in the US:

- ~20% of women say they are often the only woman or one of the only women in the room at work—in other words, they are “Onlys.”
- 40% of senior-level women and women in technical roles are Onlys.
- The experience of being an “Only” differs by gender.

QUESTION:
True or False

Middle managers have less opportunity to influence gender equity and diversity than senior leaders.

Q: MIDDLE MANAGEMENT INFLUENCE?

FALSE

From Bain's US Gender Parity Study:

An employee's experience at work in the early years of their career shapes their choice to pursue the C-suite.

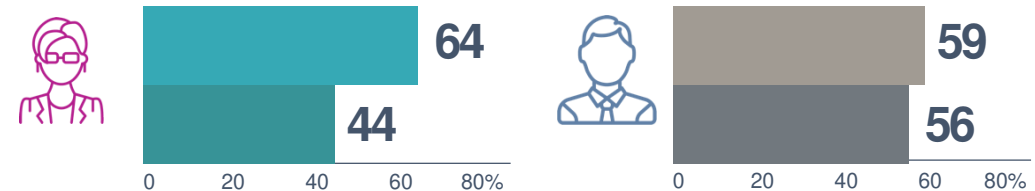
Experiences negatively impacted by:

- Perceiving managers do **not** understand and support their career hopes and goals
- **Not** seeing themselves fitting into the company's stereotypes of success
- **Not** seeing role models

I see myself fitting into the typical stereotypes of success within my company



My supervisors have been supportive of my career aspirations



QUESTION:
True or False

Research studies show that men interrupt women more than twice within a 3-minute conversation.

Q: TALKING / TALK-BLOCKING

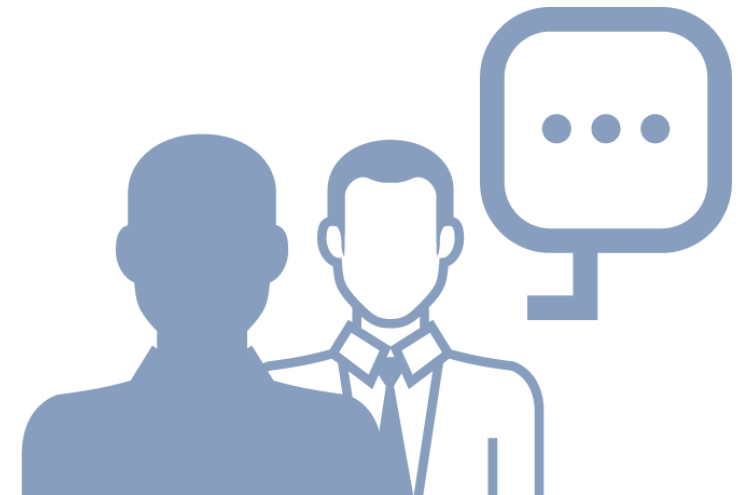
It does happen...

- Studies report that men interrupt women an average of 2.6 times over the course of a 3-minute conversation, whereas they only interrupt counterparts who are men 2 times over the course of a 3-minute conversation.
- BYU and Princeton researchers showed that **women only spoke 25%** of the time in professional meetings.

And there is an impact on perceptions of competence...

- Man-identifying executives who spoke more often than their peers were rewarded with **10% higher ratings** of competence.
- When women are left out of the conversation, they often have **less of an impact** on decision-making.

TRUE



1
MENTORSHIP



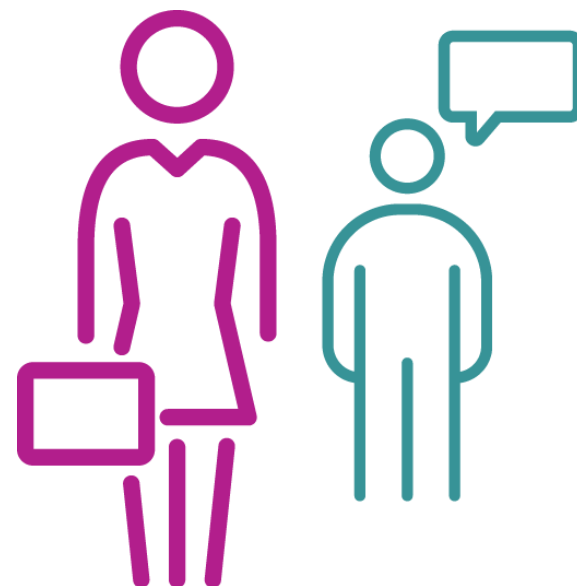
3 WAYS
to support women at
work

3
ALLYSHIP

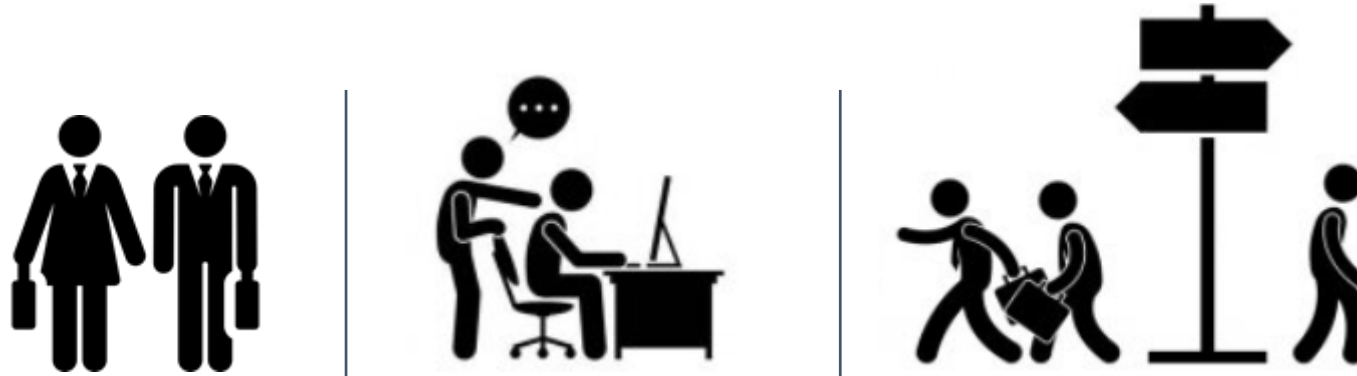
2
SPONSORSHIP



Mentorship




Sponsorship





Allyship:

supportive association with another
underrepresented person or group to which
one does not belong

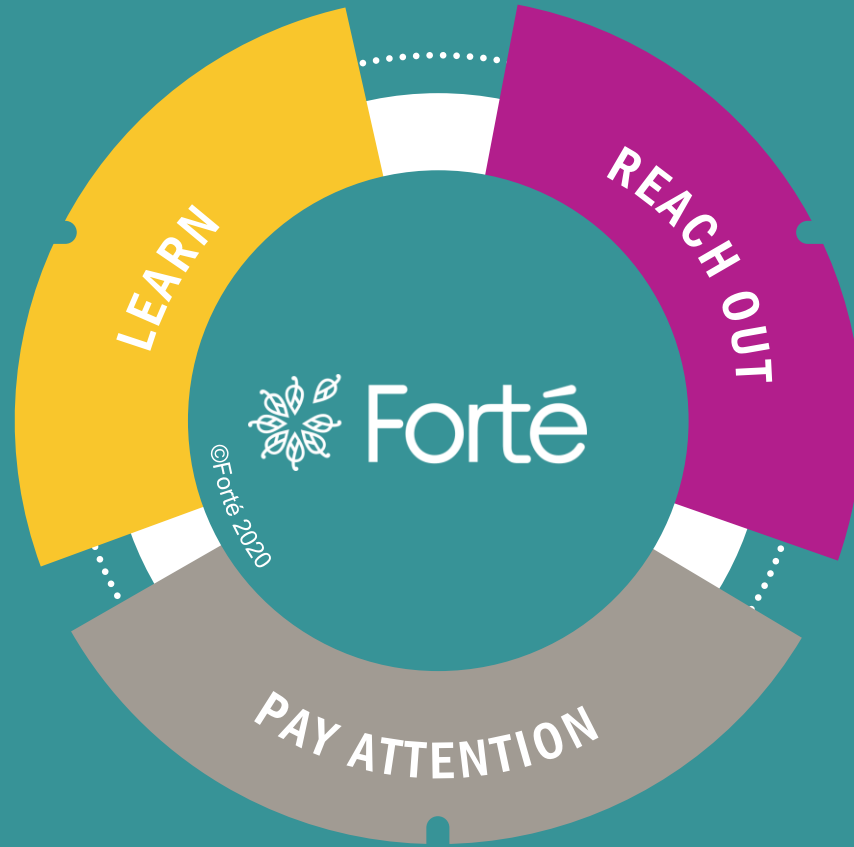




ALLIES

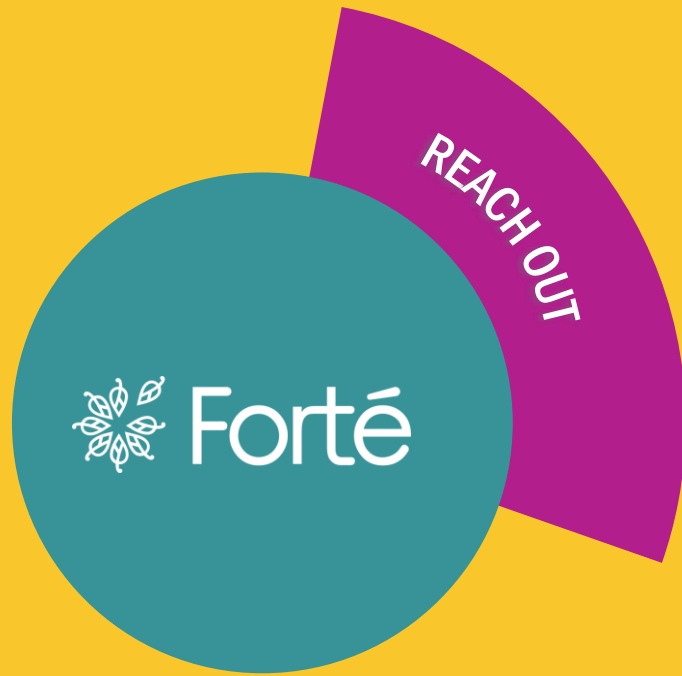
for Gender Equity: Why, What, and How?

HOW?





- ✓ **Subscribe** to Fortune's The [Broadsheet](#)
- ✓ **Read** annual *McKinsey Women & The Workplace Report*
- ✓ **Watch** TEDx talk: [Gavriella Schuster](#)
- ✓ **Read** Dave Smith & Brad Johnson's *Good Guys: How Men Can Be Better Allies for Women in the Workplace*
- ✓ **Participate** in discussions to increase your understanding of the gender challenges for women in the workplace.



- ✓ Read & do the activity in [Starting Your Male Ally Journey](#)
- ✓ Does your company have an ERG?
Discuss internally or at Vistage meeting when it might be time to start one:
How many employees? What is the goal of a Women's ERG?
- ✓ Does your women's ERG have any events that you can attend?
- ✓ Does your company have a formal mentorship or sponsorship program?



- ✓ Are you mindfully distributing high-value projects among your team members.
- ✓ Are you currently measuring or tracking any goals related to pay, employee satisfaction and/or advancement of specific groups?
- ✓ Are you adequately training and preparing managers to be strong leaders and advocates for their teams and individual employees?

Elevate: Forté's Updated AfGE Curriculum

CORPORATE TOOLKIT AND COMPREHENSIVE CURRICULUM

Full program designed to build awareness of gender equity, foster inclusive thinking, and change workplace behavior:

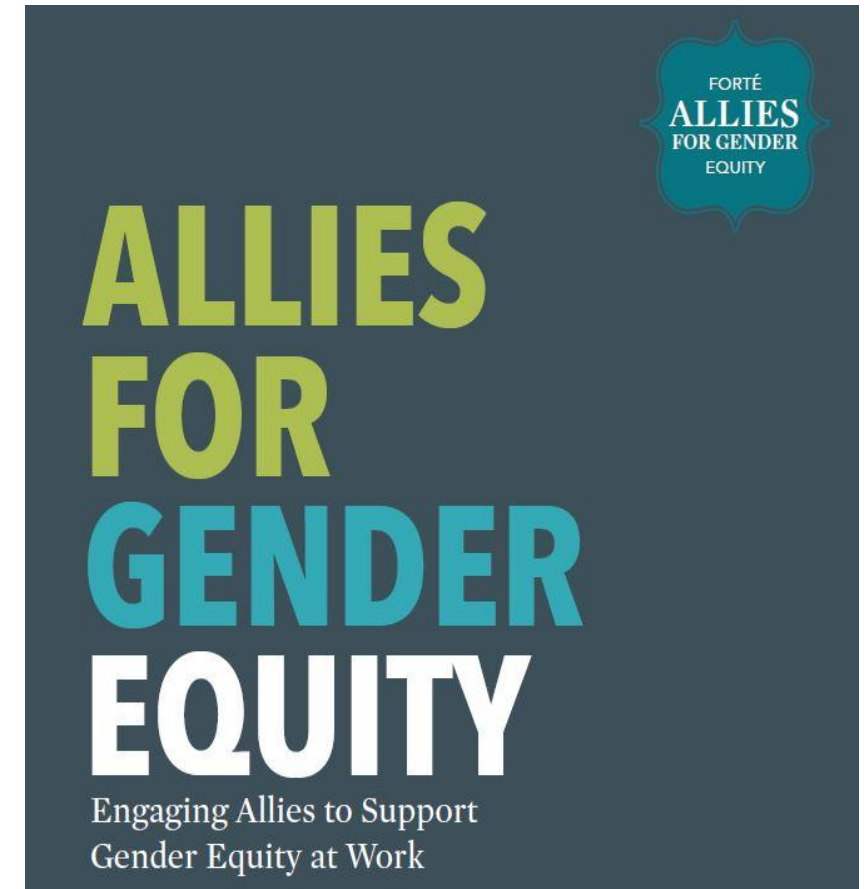
VIRTUAL DELIVERY

- 10 modules
- Rebranded to “Allies for Gender Equity” to be more inclusive
- Customizable PowerPoint decks, Facilitator Guide w/ full script, Workbook, email collateral, and surveys
- Consulting hours with Forté and other AfGE leaders to aid in implementation

UPDATED CONTENT

- 2 new modules focused on 1) Allyship Across Multiple Dimensions of Difference and 2) an Intersectionality Deep Dive developed by Shamis Pitts
- Expands conversations and exploration of intersectionality and the role this concept plays in aligning allyship efforts
- Creates new opportunities to link AfGE Curriculum to other allyship efforts at your company

Fee: \$12,500
\$10,000 Forté Partners



ALLIES FOR GENDER EQUITY INCLUSIVE LEADERSHIP VIRTUAL PROGRAM

- Designed to give business leaders and working professionals the knowledge and tools to take effective action on gender equity
- Develop a deeper understanding of gender equity in the workplace and what it means to be a gender equity ally

FEATURED FACULTY



Julie Kratz
Speaker / Trainer /
Author, *Lead Like
an Ally*



**Brad Johnson
& Dave Smith**
Co-Authors,
Good Guys



**Scott Brownlee
& Amy Orlov**
Associate Director,
Professional Solutions
and Director,
Professional Programs



Joshua Stewart
Sr. Vice President,
PNC



Ericka Young
President and
Founder,
Tailor-Made Budgets

PROGRAM INFO

PRE-CONFERENCE KEYNOTE:

APRIL 20: NOON - 1:00 PM ET

INCLUSIVE LEADERSHIP SESSIONS:

APRIL 25: NOON - 2:00 PM ET

APRIL 27: NOON - 2:30 PM ET

MAY 2: NOON - 2:30 PM ET

MAY 4: NOON - 2:30 PM ET

Cost: \$1,500 / \$1,250 for Partners

Benefit: Prepares future AfGE Curriculum facilitators to experience it before leading it

Questions

Elissa Sangster

CEO

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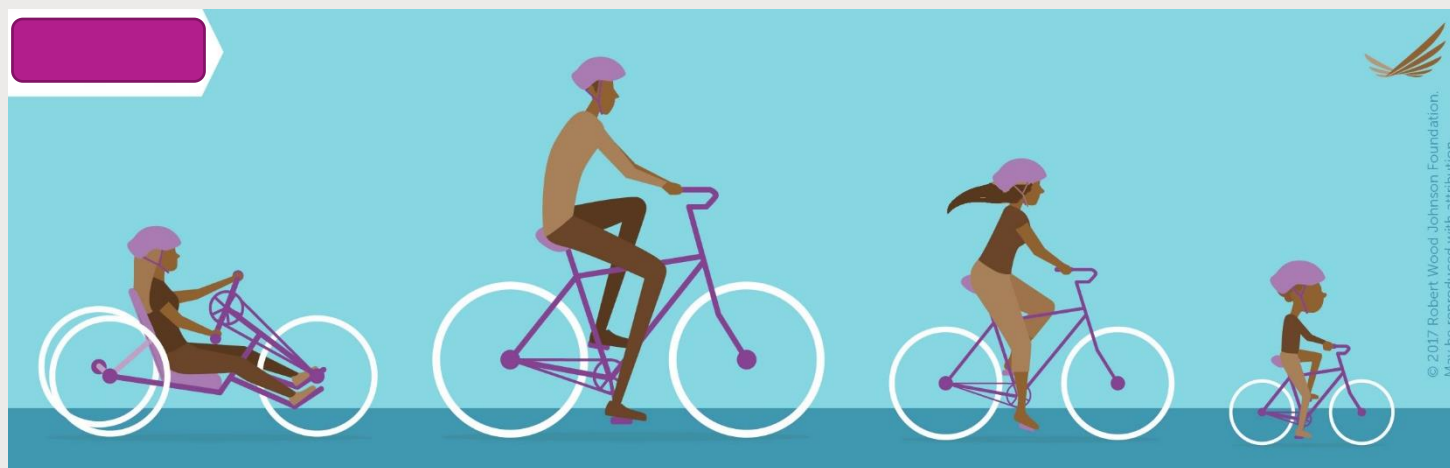
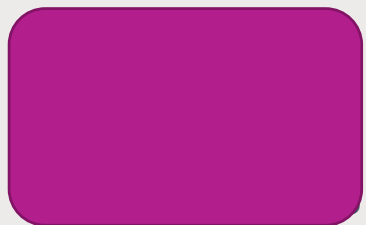
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Appendix





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