



# Women's Leadership Panel

# As of January 1 these 28 (5.6%) women hold CEO positions at S&P 500 Companies.

Mary T. Barra, General Motors Co. (GM)

Michele Buck, The Hershey Company

Debra Crew, Reynolds American Inc.

Adena Friedman, Nasdaq

Lynn J. Good, Duke Energy Corp.

Tricia Griffith, The Progressive Corp

Vicki Hollub, Occidental Petroleum Corp

Gracia C. Martore, TEGNA

Denise M. Morrison, Campbell Soup Co.

Phebe N. Novakovic, General Dynamics Corp.

Patricia K. Poppe, CMS Energy

Barbara Rentler, Ross Stores, Inc.

Susan N. Story, American Water Works Company, Inc.

Geisha Williams, PG&E Corp.

Heather Bresch, Mylan N.V.

Debra A. Cafaro, Ventas, Inc.

Safra A. Catz, Oracle Corp. (Co-CEO)

Mary Dillon, Ulta Beauty

Margaret "Margo" Georgiadis, Mattel, Inc.

Shira Goodman, Staples, Inc

Marilyn A. Hewson, Lockheed Martin Corp.

Margaret Keane, Synchrony Financial

Beth E. Mooney, KeyCorp

Indra K. Nooyi, PepsiCo, Inc.

Debra L. Reed, Sempra Energy Corp.

Virginia M. Rometty, IBM Corp.

Irene B. Rosenfeld, Mondelez International, Inc.

Meg Whitman, Hewlett-Packard Enterprise

# In the Business Community Women Represent

- 27% - Vice President
- 23% - Senior Vice President
- 17% - CEO

# Glass Ceiling

An invisible limit in an organization above which is difficult or impossible for women to rise in the ranks.



The Glass Ceiling Act: Title II of the Civil Rights Act of 1991.

# Factors Continuing To Create A Glass Ceiling

- Family
- Women make less money than men
- Job segregation:  
57% of women participate in the labor force,  
but male dominated industries employ 25%  
fewer women

# Factors Continuing To Create A Glass Ceiling

- Sexual Harassment
- Physical Appearance
- Social Issues
- Collaboration



# What can be done so Women can continue to advance?

- Educate and support women in their careers.
- Mentorship/Sponsorship
- Continue to push for work place policies that support the unique needs to women.



German Chancellor Angela Merkel (L) and British Prime Minister Theresa May

# What can be done so Women can continue to advance?

Emphasize the value of the differences women can bring to an organization.





# Advice

- What advice would you give to your younger self to take with you as you started your career?

