

2023

WOMEN BUSINESS COLLABORATIVE

Annual Report



Who We Are

Women Business Collaborative is an unprecedented alliance collaborating to accelerate the pace of change. By sharing research, resources, and best practices, we ensure organizations and individuals know how to advance women in business across all industries.

OUR MISSION

To accelerate the advancement of all women business leaders and to spotlight the need for gender, diversity and pay equity in the workplace.

OUR VISION

Equal Position, Pay and Power for all women in business.

WBC will drive impact by:

1. Collaborating with companies, organizations, and individuals
2. Advocating collectively
3. Sharing innovations and best practices

1.7M

Global Reach of Champions,
Allies, Partners, Advocates

A NOTE FROM OUR CEO:

Gwen K. Young



Gwen K. Young

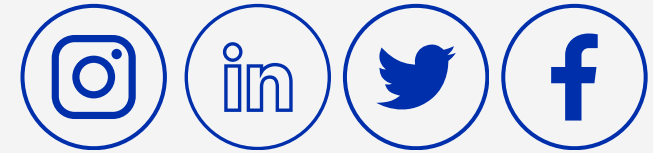
Chief Executive Officer
Women Business Collaborative

Women Business Collaborative, through collaboration and advocacy, is creating a movement and community committed to equal position, pay, and power. As we galvanize leaders and organizations, we are driving impact and together we are building more equitable systems and more diverse leaders.

As I look to 2024, I am inspired by the potential of all we can achieve when we work together. Our history of collaborative successes makes us at WBC unwavering in our dedication to ensuring that diversity, equity, and inclusion become the foundation of every corporate environment. The power of combining collaboration with our women's business movement is already creating momentum and accelerating the pace of change for all women in business. Together, with our partners, sponsors, and our champions, we are steadfast in this commitment and every indicator points to our driving even greater success for all women in business in 2024.

We are **#WBCFasterTogether**.

WBC's Impact



+16%

+30%

+71%

+41%

Social Growth

In 2023, the power of combining collaboration and our movement accelerated the pace of change for all women in business. A few examples:

80+

PARTNER ORGANIZATIONS

65+

SPONSORS

250+

WBC CHAMPIONS

15

EVENTS TOUCHING
OVER 3K LEADERS

14K+

REACH

5

REPORTS & RESOURCES

200+

COLLABORATIONS

WBC Data & Resources

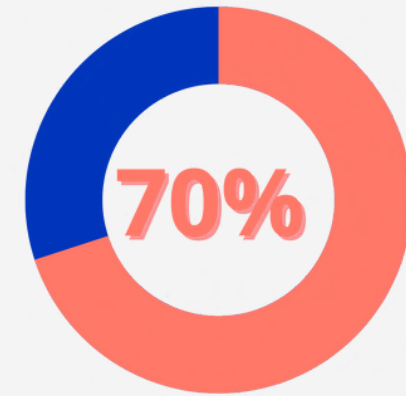
WBC DEI Snapshot

The WBC DEI Snapshot is the first-of-its-kind tool to aggregate and analyze publicly available data on DEI in companies. By collecting and evaluating information in DEI and ESG reports, EEO-1 data, and company websites, The Snapshot analyzed what companies are saying about their commitment to, and progress in DEI. The goal of our analysis: is to determine what DEI information companies are making public.

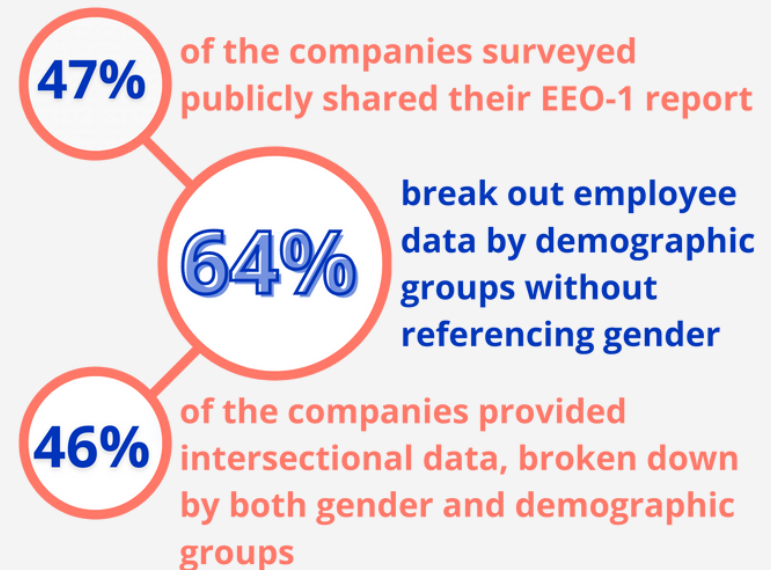
WBC analyzed 553 companies across 28 metrics focused on DEI and where and how companies are publishing information on their commitments. The companies assessed included Fortune 500 companies and 53 randomly selected public and private companies from other indices.

Key findings:

- 34% published a separate DEI Report.
- 47% published their EEO-1 reports.
- 84% included DEI in their CSR or ESG/Sustainability report.
- 70% of CEOs made a public commitment to DEI.
- 47% stated DEI in mission/vision/values.
- 53% stated DEI goals.



of top leadership surveyed made a corporate commitment to DEI, transparency and accountability



Access the full snapshot [here](#).

Women CEOs in America Report

Each year, Women Business Collaborative works with our partners to aggregate the latest data on women holding CEO roles in large public and private companies. This summary provides a comprehensive breakdown of women running Fortune 500, Russell 3000, S&P 500, and Private Companies over \$1 billion.

For the first time, women lead over 8% of all public companies.

The data aggregated in this report is critical to ensuring transparency and serves as a catalyst for greater commitment from the business community to move more women into CEO roles. Read the full report [here](#).

8.4%

are Women CEOs In 2023
(Fortune, Russell, S&P)

WBC Collaborators:

- [Ascend Global Leaders](#)
- [C200](#)
- [Catalyst](#)

INDEX	% OF WOMEN
F500	10.4%
S&P	8.2%
Russell	6.8%
Private (> 1 billion)	3.3%

290

Women CEOs in
America in 2023.

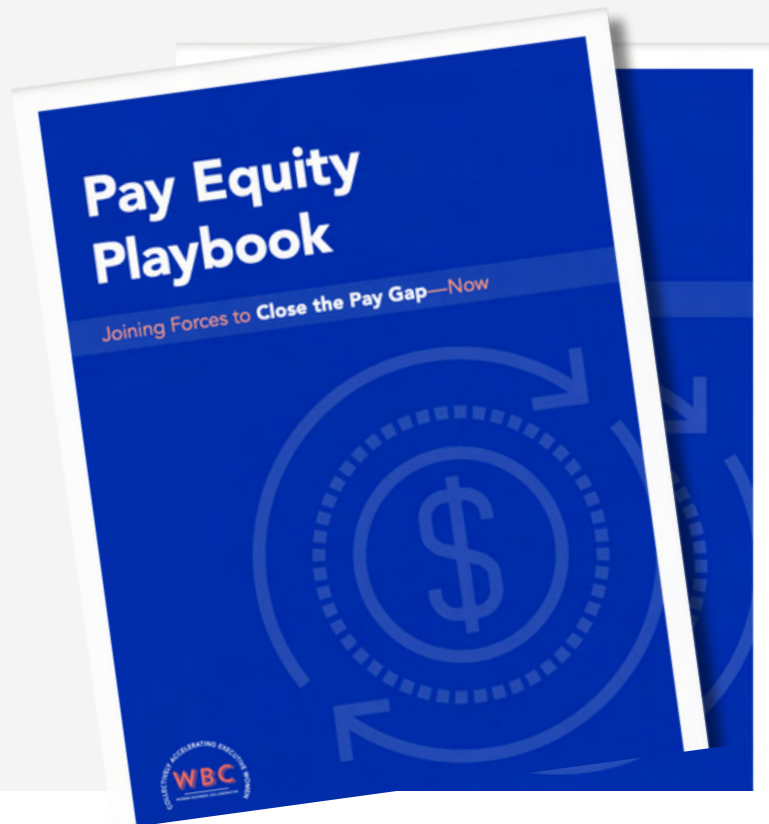
See profiles [here](#).

[Pay Equity Playbook](#)

WBC, in collaboration with our partners, launched the Pay Equity Playbook to guide employees, senior leadership, investors, and government officials through the necessary steps and essential considerations for narrowing the pay equity gap.

This valuable resource strives to make significant progress in what has been a political rallying cry in the U.S. since 1860: “Equal Pay for Equal Work!”

Access the playbook [here](#).



WBC Collaborators:

- [Catalyst](#)
- [EDGE Certified Foundation](#)
- [Equal Rights Advocates](#)
- [Gender Fair](#)
- [OpenComp](#)
- [Syndio](#)

Monthly Report: Women Joining Boards

Since 2020, Women Business Collaborative has worked with our partner Equilar to provide monthly data on women joining public boards. While the progress may be gradual, it is important to recognize the substantial strides that have been taken to address the disparities in board appointments. These monthly reports serve as a testament to our relentless pursuit of a more inclusive and equitable corporate landscape.

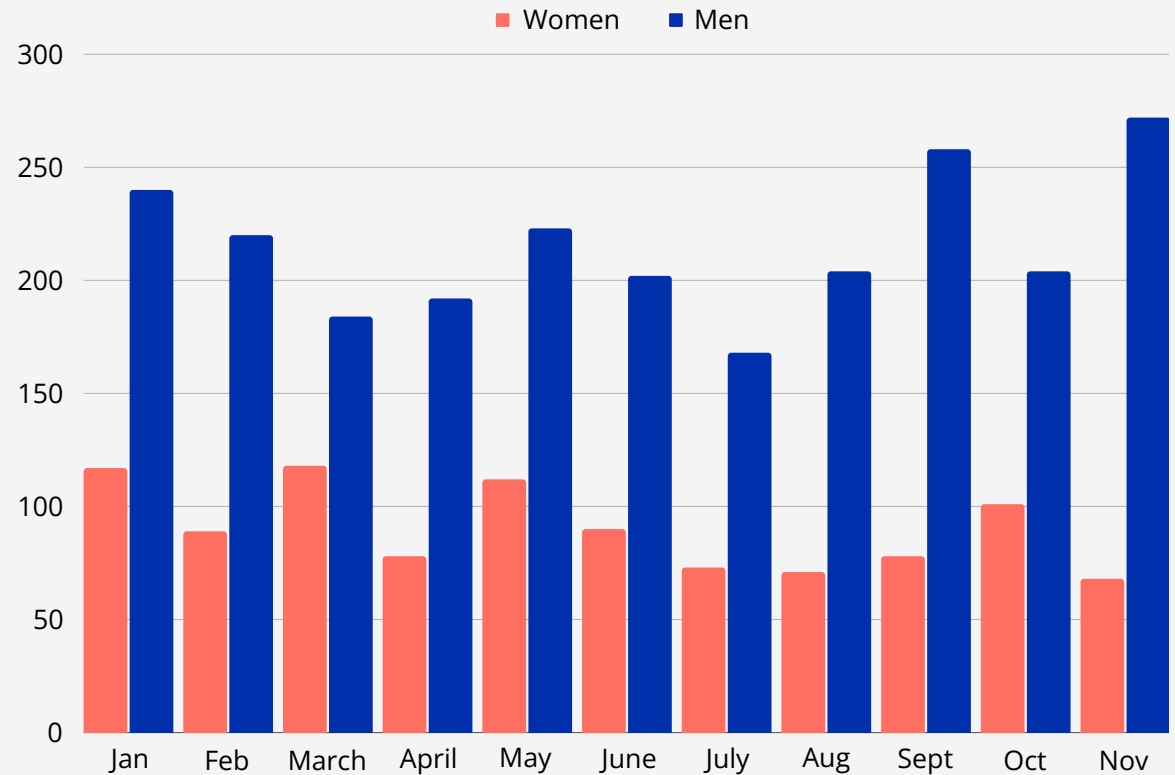
29%

of 2023 Appointments were women.

Of those appointments,

30%

self identified as women of color.



Companies of Purpose

WBC's Companies of Purpose Program is leading the charge to define corporate purpose in today's business environment, with an emphasis on DEI and the "Social" aspect of ESG.

Our goals are ambitious: to foster innovation, to share game-changing best practices, and to provide engaging events and forums to collaboratively reshape the business world.



Companies of Purpose Toolkit

The Companies of Purpose toolkit outlines the key guidelines, innovations, best practices, and resources involved in creating a company of purpose that prioritizes diversity, equity, and inclusion. Learn more about the toolkit [here](#).

50+

WBC Companies of Purpose

Companies of Purpose Forums

Companies of Purpose Forums sponsored by Wilmington Trust and IBM brought together representatives from participating organizations to engage in critical discussions on integrating purpose into company operations.



Learn more about our Companies of Purpose [here](#).

WBC Events & Communications

11

Webinars

- “Repairing the Broken Rung” Series
- Women in Wealth Webinars
- WBC’s Staffing Industry Benchmark Survey Webinar

46

LinkedIn Lives

WBC's #WBCFasterTogether LinkedIn Live series spotlights influential leaders who are actively reshaping the business landscape and showcases innovators discussing how organizations and leaders are fostering diversity in leadership roles.

24

Blogs

In collaboration with WBC champions and partners highlighting DEI, cybersecurity, allyship women of color entrepreneurship and more.

3

Online Tools

- WBC’s Staffing Industry Benchmark Survey
- Fundamentals of Capital with Wells Fargo & Babson College
- Resources for Parity

WBC In-Person

International Women's Day Event

With an audience of over 200 people, WBC's International Women's Day celebration featured panels on entrepreneurship, corporate purpose, and a celebration of WBC's Women's Cyber Governance Collaborative.



Bringing Together Council Champions

Over the course of the year, champions from WBC convened to exchange content and foster meaningful connections. The discussions encompassed various topics, such as women's entrepreneurship and women in sports, in multiple cities, including Nashville, New York City, Cincinnati, Ohio, Washington, D.C., and Los Angeles.



Women in Wealth Receptions

In partnership with UBS, the women in wealth receptions gathered attendees for discussions on topics related to building wealth.



Rethinking and Accelerating Diversity and Women's Leadership in Business

In partnership with WBC Champion Andi Simon, author of Rethink, the "Rethinking and Accelerating Diversity and Women's Leadership in Business" virtual forum showcased preeminent women and men leaders working to ensure women can and will lead in business.

41 Speakers, including WBC partners, sponsors, and council champions.

800+

Registrants

3 Tracks:

- Women Leading the Way
- Women in the Workforce
- Corporate Purpose

9 Panels

- Leadership in the C-Suite
- Women Leading Boards
- Corporate Tech Executives Leading the Way
- Companies Adapting to a Changing Workforce
- Building Engaged Employees
- Entrepreneurs Building Business
- Leading Through Talent
- Commitment Through Your Brand
- Community Impact



Inaugural Women's Capital Summit - New York, NY

WBC Women's Capital Summit aimed to provide valuable insights into the world of capital, offering a deep understanding of its dynamics, strategic relevance at different stages of a company's growth, and the effective utilization of capital resources with a focus on building relationships between entrepreneurs and investors.

Watch the video highlight [here](#).

Thank you to our sponsor Wells Fargo.

160

Attendees



WBC Collaborators:

- [Golden Seeds](#)
- [Enterprising Women Magazine](#)
- [Private Equity Women Investor Network](#)
- [WBENC](#)

2023 Action for Impact Summit

The fourth **WBC 2023 Action for Impact (A4I) Summit** was a two-day event featuring 33 panels and over 100 speakers. This dynamic gathering brought together experts and thought leaders from diverse fields to discuss critical global challenges, fostering a rich exchange of ideas and insights. With a focus on DEI, women in business, tech, and sports, the A4I Summit served as a vital platform for collaboration and knowledge-sharing, aiming to drive actionable solutions and positive change on a global scale.

33

Panels

100+

Speakers

2500

Registrants



A4I: CEO Excellence in Gender Equity and Diversity Awardees

At this year's 2023 Annual Action 4 Impact Summit, Women Business Collaborative awarded ten CEOs with our **CEO Excellence in Gender Equity and Diversity Awards**.

Award Recipients:

- **Sophie Bellon**, Chairwoman of the Board of Directors & CEO, Sodexo
- **Giovanni Caforio, MD**, Chairman of the Board & CEO, Bristol Myers Squibb
- **David Cordani**, Chairman & CEO, The Cigna Group
- **Christine A. Leahy**, Chair & CEO, CDW
- **Karen S. Lynch**, President & CEO, CVS Health
- **Brian Moynihan**, Chair of the Board & CEO, Bank of America
- **James Quincey**, Chairman & CEO, The Coca-Cola Company
- **Linda Rendle**, Chief Executive Officer, The Clorox Company
- **Chuck Robbins**, Chair & CEO, Cisco
- **Jennifer Rumsey**, President & CEO, Cummins, Inc.



A4I: Trailblazer in Gender Equity and Diversity Awardees

At this year's 2023 Annual Action for Impact Summit, six business leaders received Women Business Collaborative's Trailblazer in Gender Equity and Diversity Award.

Award Recipients:

- **Sylvia Matthews Burwell**, President, American University
- **Cynt Marshall**, Chief Executive Officer, Dallas Mavericks
- **Cindy Parlow Cone**, President, U.S. Soccer
- **John W. Rogers Jr.**, Founder, Chairman, Co-CEO & Chief Investment Officer, Ariel Investments
- **Johnny C. Taylor Jr.**, President & CEO, SHRM
- **Janet Yellen**, The Honorable 78th U.S. Secretary of the Treasury

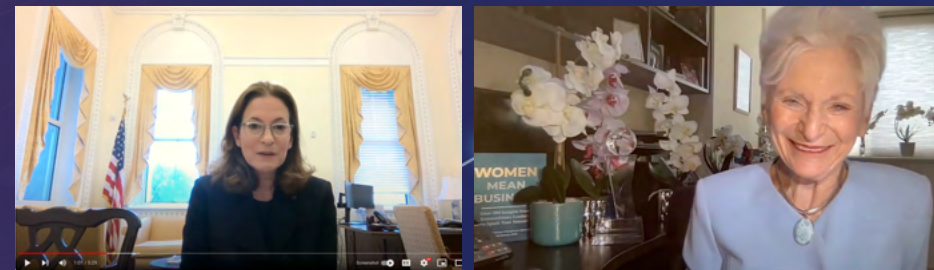


A4I: Convening Leaders

This year's summit convened dynamic leaders from all sectors who have made significant contributions to the advancement of gender equity and diversity within their companies and their communities.

Featuring Topics such as:

- Diverse Leadership Driving Business
- Women Cyber Tech Leaders-Leading Through Technology
- Women Business Owners Driving Impact
- Women Leading in Sports
- Courageous CEOs Driving Impact
- Women CEO and Board Leaders
- Women Leading Science and Biotech
- C-Suite Leadership in DEI and Driving Purpose
- Women of Color Building the Pipeline



WBC is here to close the overall gender gap of **131 years** with a laser-sharp focus on reducing the economic parity gap of **169 years** by ensuring, calling for, and collaborating to achieve equal position, pay, and power for all women in business.

In 2024, we continue to drive impact by advocating, convening, and galvanizing leaders to **advance all women in business.**

We are truly
#WBCFasterTogether.

THANK YOU to Our Board of Directors



Edie Fraser
Chair of Board



Esther Aguilera
Growth and Transformation Catalyst,
Senior Advisor, Altura Capital, ALPFA, Inc.



Paula Bennett
Former President &
CEO, J Jill



Lynne Born
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Aspiriant



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Judith Goldkrand
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National Asian Segment
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Services



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THE
P3
TEAM

SRD LEGAL GROUP
A WOMEN OWNED VIRTUAL LAW FIRM

STORYVILLE
& GARDENS

synergy
INTERNATIONAL LAWYERS PC

THANK YOU to Our Partners

100 Women in Finance
25x25
50/50 Women on Boards
ACE LLC
Ascend
Astia
Athena International
Beyond Board
Black Boardroom Initiative
Bolster
C200
Catalyst
CEOx
DDI
Digital Directors Network
Diversio
Diversity Women Media
Ellevest Network
Enterprising Women
Equal Rights Advocates
Equilar
Executive Women's Forum
Forté Foundation
Founders First
Forum of Executive Women
Geena Davis Institute on Gender in Media
Gender Fair
Global Women for Wellbeing

Golden Seeds
Him for Her
Hispanic Alliance for Career Enhancement (HACE)
Hispanic Association for Corporate Responsibility (HACR)
Hispanic IT Executive Council (HITEC)
How Women Lead
How Women Invest
Information Technology Senior Management Forum (ITSMF)
Integrated Women Leaders
Jewish Women International
Just Capital
Latina Style
Latino Corporate Directors Association
Linkage/SHRM
The Lodis Forum
NACD
National Association of Investment Companies (NAIC)
National Association of Women Business Owners (NAWBO)
National Association for Women & Information Technology
NextUp
OpenComp
Paradigm for Parity
Private Equity Women Investor Network
Rewriting the Code
Score Foundation
Seramount
She Community Norway
SheEO

Springboard Foundation
STEM Connector/MWM
The Executive Leadership Council
The WIT Network
theBoardlist
The Thirty Percent Coalition
Tone Networks
US 30% Club
Upward
WeConnect International
WeTheChange
Women Corporate Directors
Women Elevating Women
Women of Color Retail Alliance
Women for Economic and Leadership Development (WELD)
Women Impact Tech
Women Impacting Public Policy
Women in Fund Finance
Women in the Boardroom
Women's Power Gap
Women President's Organization
Women Unlimited
Women's Business Enterprise National Council
Women's Forum of New York

THANK YOU to WBC Champions

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Michele Adams
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Babi Ahluwalia
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Kathleen Navarro
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Krista O'Malley

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Shirley Zhao
Catherine Zinn



Join Us in Making an Impact in 2024

Looking ahead to 2024, WBC is on a mission to make even more of an impact for equal position, pay, and power for all women in business.

[Meet the WBC team](#)



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