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

Global Reach of Champions, Allies, Partners, Advocates

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.
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.
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

**Social Growth**

- +16%
- +30%
- +71%
- +41%
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.

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.

WBC Collaborators:
- Ascend Global Leaders
- C200
- Catalyst

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<td>Private (&gt; 1 billion)</td>
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8.4% are Women CEOs In 2023 (Fortune, Russell, S&P)

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.

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 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.

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.

Learn more about our Companies of Purpose here.
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.

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

- 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.

Women in Wealth Receptions

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

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.
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.

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

800+ Registrants
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.

WBC Collaborators:

- Golden Seeds
- Enterprising Women Magazine
- Private Equity Women Investor Network
- WBENC

Attendees

160
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.
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.
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
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

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Chair of Board

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

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Former President & CEO, J.Jill

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Johanna Zeilstra
CEO, Gender Fair

Tara Giunta
Vice Chair of Paul Hastings' Investigations
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- Storyville Gardens
- Synergy
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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
Ellevate 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
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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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DONATE

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