

## 1: Women Executives Face Gender Discrimination In The Issuance Of Stock Options | HuffPost

*Nearly 30 percent of women report experiencing discrimination CEO jobs at S&P; companies and just 21 of the CEOs at Fortune companies are women. They hold just percent of board.*

Just recently, I have noticed a disturbing trend in leadership preparation. I noticed that, despite all the efforts, there were familiar stories that kept resurfacing that lead to the conclusion that there is a bias against women leadership qualities. Those qualities include being opportunity-driven, strategic, passionate, entrepreneurship-minded, purpose-driven, and tradition- and family-oriented. Women have many qualities that I believe make them very effective leaders. However, I have begun to wonder whether the perception of these same traits may be perceived as less than favorable when seen in a woman being considered for the top spot. What makes a great leader today? Many of us carry this image of this all-knowing superhero who stands and commands and protects his followers. What I realized as I was studying these traits of CEOs is that the same traits show up in women leaders perceived in more negative terms as it relates to women. Bossy as opposed to decisive, calculating as opposed to strategic, and demanding as opposed to tough, to name a few. If those people who choose leaders identify female strengths as negative traits it is no wonder that are less than 5 percent of all CEOs are women and less than 1 percent are African-American Women. In a recent study of over 4, companies, 58 percent of the companies cited significant talent gaps for critical leadership roles. Therefore, despite corporate training programs, off-sites, assessments coaching, and other methods, more than half the companies failed to grow enough great leaders. Given that women now comprise 56 percent of the workforce, these numbers are a surprise. You may be asking yourself, is my company helping me to prepare the next great 21st-century women leader? The odds are, probably not. Where should you be looking to anticipate the next leader for your business model? The answer to this question is to minorities and to women. The second question is what is the size, make-up and diversity measure for leadership candidates and network? How deep and diversity is your bench? Many institutions continue to perpetuate this culture of exclusion through unconsciously biased business and hiring practices. Great organizations understand that having a more diverse leader is a source of transformation at greater levels. So my final question to corporate boards is, when looking for new CEOs and leaders of organizations, do you look for those who look, act and think the same, or someone who is thinking differently than you are?

### 2: The pitfalls of positive discrimination in boardrooms – The New Economy

*I've spent 25 years of my professional life working with and observing what makes great leaders. I have worked inside Fortune companies, I have advised over CEOs, and I've cultivated more leadership pipelines than I want to remember.*

However, it seems this fast track to success tapers after women get their foot in the door. Businesses that refuse to cultivate and draw upon executive female experience pay the price by way of limited financial growth. More than ever, companies in all sectors need new thinking, new blood and new people with different experiences. Many of them could get this by simply appointing a few more women into top roles. Not really rocket science, but many women are starting to think it might be easier to get to the moon. That translates into well-rounded decisions and serious growth. Yet where volunteer schemes and light-hearted equality promotions fail, strict pieces of legislation demanding more tangible results have begun to rise. A reduction in merit That said, many women feel positive discrimination laws that tip the scales in their favour are completely self-defeating – that by commanding CEOs to promote women, merit-based promotions are being tainted and diminished. Not only does that weaken leadership, it is an insult to the qualified women who have made it to the top without any sort of handout. But to be promoted to board level just because a certain number of female places need to be filled would make most women feel insulted, rather than elated. In short, we want to be promoted on our own merits. Iceland has taken matters a step further by calling for a two-year transformation of gender representation in top companies from an embarrassing three percent to the emerging standard of 40 percent. Yet without some kind of action, the disproportionate gender representation in the corporate world will continue to stagnate. The majority of women want to get ahead in their jobs because they deserve it – not because of their gender She says: Quotas work in terms of getting numbers up to where they should be. A more salient question is: I believe quotas are critical in some circumstances but are not the solution for getting more women on boards. The answer is complex and requires change from boards of directors, corporate executives and from women. That said, many maintain it is possible to attain a more representative distribution of board members by encouraging companies to observe targets, rather than threatening them with closure. That can go on to encourage businesses to improve gender equality. Boardrooms are forced to tackle it head-on. Positive discrimination is generally outlawed in Britain: Companies are only encouraged to hire a woman over a man if both applicants possess the same skill set. By encouraging voluntary gender distribution targets and developing support for up-and-coming female executives, that esoteric state-of-mind can eventually be eradicated from the workplace.

### 3: Cracking the Glass (Hospital) Ceiling: Gender Diversity in Health Care - Blog

*The overconfidence theory may suggest that boards would be less inclined to intensely monitor female CEOs, since women leaders may make better decisions. Third, it is also possible that male and female CEOs will not differ in terms of board structures.*

Out of companies, there are only 24 female CEOs. Best and worst countries for women on corporate boards Progress likely to be slow: Sponsorship means you are really fighting for that person," said McGrath. How many women are in the C-suite? Mission-critical jobs go to men: Female investors often beat men Gender diversity actually works: The best case for bringing gender diversity into the C-Suite is made by cold, hard cash. Companies with a high representation of women board members significantly outperformed those with no female directors, according to a Catalyst analysis of financial results at Fortune companies. In other words, having leaders with diverse experiences and backgrounds often translates to financial success. Wilderotter said women are "very good at multitasking, have a sixth sense with people, are nurturing and service-oriented. Yet many women who want to have families are forced to give up their dreams for senior management positions due to the demands of the job. While women still bear the primary responsibility for childrearing, that dynamic is changing. Female entrepreneurs Moving in the right direction: There are other reasons to be hopeful that the gender diversity problem will eventually get better. In women held It should be no surprise then that Thomas Saporito, CEO of executive search firm RHR International, has witnessed a major push by boards to hire more female senior executives. How companies are keeping new moms on the job Is legislation needed? Some European countries like Germany are attempting to close the gender gap by mandating a certain percentage of board seats go to women. There seems to be little appetite in the U. For women, quotas are a double-edged sword.

## 4: Face the facts: Gender Equality | Australian Human Rights Commission

*News > Business > Business News International Women's Day Number of female CEOs of Fortune companies falls by more than 12%. The study shows that the proportion of women declines at each.*

By Drew DeSilver Despite the advances women have made in the workplace, they still account for a small share of top leadership jobs. And at the very top of the corporate ladder, just 5. Nor do many women hold executive positions just below the CEO in the corporate hierarchy in terms of pay and position. Within the 11 broad economic sectors into which the companies are divided, in no case did women make up even a fifth of CEOs or non-CEO top executives. Nor do those levels appear likely to rise much anytime soon. Securities and Exchange Commission in calendar year , most of which covered company fiscal years that ended in or early We chose this time frame because fiscal years vary so much from company to company. The combines three other commonly used stock indices: To be included, companies must, among other things, be listed on a U. Companies in the are organized into 11 broad sectors and 67 primary industries. We excluded any executives who had left their company by the time the compensation report was filed. The sector with the highest share of women in such positions was utilities, with In the consumer discretionary sector, a diverse category that includes makers and sellers of everything from cars to handbags and service providers ranging from hotels and restaurants to wedding planners and broadcasters, Telecom also was the only sector with no women CEOs. Taking the analysis down to the industry level revealed that women CEOs and non-CEO top executives both were heavily concentrated in a handful of industries. More than half 43 of the 77 female CEOs worked in just 10 industries, with eight of them heading specialty retailers. Nearly half 31 of the 67 industries represented in the index had no female CEOs at all. Similarly, about half Specialty retail led the way here as well, with 49 non-CEO top executives who were women. By percentage share, the leading industry was gas utilities: What specific positions did those women hold? Our analysis found them to be highly concentrated in just a few types of corporate jobs: In fact, women made up Nearly a quarter In addition, 47 women non-CEO top executives 7. The relative scarcity of women in high-level operational roles may be significant, because management researchers have found that, generally speaking, companies and their boards who formally appoint the CEO prefer to have people with operational experience in the top spot.

### 5: Are Corporate Boards Unconsciously Biased Against Women CEOs? | Diversity MBA Magazine

*11 women started out on the list, and 10 women CEOs ran FORTUNE companies at the end of the year. 12 Women CEOs ran FORTUNE companies and a total of 25 FORTUNE companies have women in the top job (up from 20).*

Shapiro, the term "sexism" was most likely coined on November 18, 1900, by Pauline M. Sexism is intended to rhyme with racism. Wells, and Harriet Martineau described systems of gender inequality, but did not use the term sexism, which was coined later. Sociologists who adopted the functionalist paradigm, e. Talcott Parsons, understood gender inequality as the natural outcome of a dimorphic model of gender. The status of women in ancient Egypt depended on their fathers or husbands, but they had property rights and were allowed to attend court, including as plaintiffs. Generally translated into English as *The Hammer of Witches* which destroyeth Witches and their heresy as with a two-edged sword. The misogyny of that period played a role in the persecution of these women. All wickedness is but little to the wickedness of a woman What else is woman but a foe to friendship, an inescapable punishment, a necessary evil, a natural temptation, a desirable calamity, a domestic danger, a delectable detriment, an evil of nature, painted with fair colours! According to Amnesty International, "[T]he ongoing reality of dowry-related violence is an example of what can happen when women are treated as property". Coverture, Marital power, Restitution of conjugal rights, *Kirchberg v. Feenstra*, and Marriage bar Until the 20th century, U. Happersett, 88 U. For example, Yemeni marriage regulations state that a wife must obey her husband and must not leave home without his permission. For instance, in Afghanistan, a wife who leaves her marital home risks being imprisoned for "running away". Violence against women frequently takes the form of sexual violence. Victims of such violence are often accused of promiscuity and held responsible for their fate, while infertile women are rejected by husbands, families and communities. In many countries, married women may not refuse to have sexual relations with their husbands, and often have no say in whether they use contraception Ensuring that women have full autonomy over their bodies is the first crucial step towards achieving substantive equality between women and men. Personal issues—such as when, how and with whom they choose to have sex, and when, how and with whom they choose to have children—are at the heart of living a life in dignity. Gender has been used, at times, as a tool for discrimination against women in the political sphere. Saudi Arabia was the most recent country, as of August 2011, to extend the right to vote to women in Swiss women gained the right to vote in federal elections in 1971, [66] and Appenzell Innerrhoden became the last canton to grant women the right to vote on local issues in 1990, when it was forced to do so by the Federal Supreme Court of Switzerland. Studies have shown that in several democracies including Australia, Canada and the United States, women are still represented using gender stereotypes in the press. Lanyan Chen stated that men hold more political power than women, serving as the gatekeepers of policy making. In this sense, the inequality of law making power also causes the gender discrimination in politics. Gender stereotypes See also: Gender stereotypes are widely held beliefs about the characteristics and behavior of women and men. Thoman and others hypothesize that "[t]he socio-cultural salience of ability versus other components of the gender-math stereotype may impact women pursuing math".

### 6: Women make up less than a quarter of UK boardrooms | Guardian Sustainable Business | The Guardian

*For example, the Women in The Workplace report from [www.enganhecubano.com](http://www.enganhecubano.com) and McKinsey & Company highlights a number of alarming statistics regarding the impact of gender discrimination and pay parity.*

Despite having nearly the same amount of experience and level of education, the female care managers surveyed in earned about 20 percent less than their male counterparts. This represents a gap comparable to prior studies in , , and . Of the women who carry an executive title, only five serve in operating roles as COO or president. There are 97 women that carry a C-level title at these hospitals and 10 women serve as hospital CEO. Unfortunately, many of these conditions exist today in a variety of iterations, such as: The lack of flexible working arrangements to care for family. The lack of comprehensive federal paid parental leave policies. A persistent wage gap. An inability to access informal networks that are key pipelines for promotion. Lower levels of confidence and career ambition. The lack of a sponsor to promote their skills and abilities with others to help them climb the organizational ladder. Gender stereotypes and communication differences. The American College of Healthcare Executives concurs: To promote gender diversity and help ensure a pool of qualified women candidates for the most senior positions, health care organizations need to look not only at policies affecting the promotion of women to the C-suite or the top leadership positions, but also at policies affecting the development and retention of female executives at every level. Findings revealed a positive trend in how women view opportunities for career development, although some felt that gender discrimination is still an issue across all health care entities. However, of the women who identified such discrimination, 76 percent said they see equal opportunities for career development within their organizations and 95 percent "felt respected by their colleagues without having to change their behaviors to fit in. Other diversity initiatives cited include recognition and promotion policies, mentorship programs, and women in leadership programs. The American College of Healthcare Executives survey , which included male and female health care executives, revealed similar results, finding that many health care organizations are striving to create greater diversity at top management levels through various policies and programs. These include processes related to: Structuring decision-making groups to include women. Offering rewards to those who help address the gender imbalances in top management. Recruiting a wider array of candidates. Providing flexible work arrangements. Helping executives accommodate the needs of their families. Building a Better Business Ensuring that women have equal opportunities for senior leadership positions is not only the right thing to do, but also is good for the bottom line. There have been many studies showing the direct correlation between having female executives and experiencing positive business outcomes, including a recent global study by the Peterson Institute of International Economics of nearly 22, firms. It revealed that having more women in multiple high-level leadership positions led to increased organizational profitability: With increased transparency around the topic of gender diversity and gender equality, more individuals are engaging in the conversation to encourage a positive change. Are we trending in the right direction? What more can be done to advocate for women in health care, particularly leadership roles? What kinds of strategies, attitudes or legislation can help women become better represented in this growing industry? Connect with us on Twitter or Facebook and join the conversation.

## 7: Sexism - Wikipedia

*That said, many women feel positive discrimination laws that tip the scales in their favour are completely self-defeating - that by commanding CEOs to promote women, merit-based promotions are being tainted and diminished.*

Digital marketing consultant, storyteller and fitness buff. I enjoy writing about blockchain technology, ICOs, cryptocurrency and everything in-between. This has also been reflected in numerous reports illustrating ways in which women are still underrepresented at almost every level in the corporate pipeline. Yet out of all the discrimination women may face in the workplace, the discussions tend to focus on wages -- and the spotlight is on the pay parity between women and men. But is that the only component of gender parity? And now new studies are reporting that female senior leaders may receive fewer stock options and grants compared to men. This is of particular interest to Jonathan Melmed, an employee-rights class action lawyer based in Los Angeles whose law practice is focused on representing large groups of employees in these types of employment matters. They often form a large component of compensation, particularly in situations where companies are going public or have publicly traded shares," Mr. They are somewhat incestuous with executives from one company sitting on the compensation committees of other companies. Melmed has conducted an extensive amount of research regarding gender discrimination in stock option awards and has been exploring the potential class-wide implications. Over time, he has noticed that women earned less -- across the board -- in all forms of compensation, including salary, bonus, restricted stock, stock options, stock grants and other payments. There is a spotlight now on wage parity, but no one seems to be asking other highly relevant questions. Compensation committees typically have discretion to award stock options and many suspect that -- consciously or not -- female employees are awarded less options and on less favorable terms than their male counterparts. This can result in millions of dollars in pay differentials between male and female executives and engineers in the technology industry when you extrapolate the data on a potential class-wide basis," Mr. Raising Awareness While stock option issues for women in the workplace remains a somewhat discrete topic, awareness is finally raising. For example, a recent article revealed that Snap Inc. Strikingly, the article explains that Snap awarded Coles much less stock than her male peers, which means she stands to make relatively little money off the upcoming IPO. On the other hand, Coles, who is awarded stock on an annual basis, only received 7, shares for Other male board members each received 65, shares to vest over the next four years, the equivalent of twice as many shares per year as Coles received. Seventy-eight percent of companies report that commitment to gender diversity is a top priority for their CEO, up from 56 percent in However, this issue can only be combated once more compelling cases for gender diversity are raised. The hiring and promotion process must also be evaluated fairly. Finally, women employees and executives must understand their compensation rights stock-option awards and ask for what they deserve. Ackermann seem optimistic that gender pay parity is dwindling. Ackermann explains that "other industries, such as banking have seen major settlements with some Wall Street banks having paid out hundreds of millions to female bankers for underpayment. So far at least, tech companies have avoided high profile gender discrimination class actions. But with the recent passage in California of legislation strengthening the fair pay laws, it is likely that Silicon Valley will catch up soon enough and serve as a primary example for fair compensation for women everywhere. In this case, we deserve equal pay, which means an end to gender discrimination in the issuance of stock options, and hopefully, a more transparent system able to eradicate these parities in the future.

## 8: Why only 14% of top execs are women

*Companies with women CEOs outperform the stock market, and companies with women on their boards outperform male-only boards by 26 percent. Researchers even estimate that transitioning from a single-gender office to an office evenly split between men and women can be associated with a revenue gain of 41 percent."*

### 9: Few women in US companies are CEOs “ or in the jobs that lead there

*To fix the stubbornly low numbers of women serving on corporate boards, investors have tried to pressure companies to add more female directors.*

*Oliver sacks whole work in Pads and penthouses: Playboys urban answer to suburbanization Hearts Against The Wind (Crystal Creek #7 (Crystal Creek) V. 1. From the year 1783 to the year 1804 2 Enter the Peacock Blue 22 Progress in Botany Volume 63 (Progress in Botany) Steps in product design Computer applications in pharmaceutical research and development Three basic facts about Israel Shed lost her trust in men Augustine, reading, and the self Pediatric primary care 5th edition 8.99 Aging and the aged New perspectives on state socialism of China The illustrated encyclopaedia of dinosaurs In the kingdom of Calormen Lisa Papademetriou Not forever on earth What do you tell an aspiring pediatrician? Bryan Vartabedian Variation in the Data Contemporary Authors New Revision, Vol. 64 Martha Stewart 2014 thanksgiving recipe Hayashi, T. A selected bibliography (p. 174-179) Media gratifications research Dealing with a former spouse Basic drawing for engineering technology Chapter 5 Waiting on The Promised Land Commune consilium tentum die veneris primo die Lunij. anno Regni Regis Henrici Octavi. &c. decimo octavo IAS/IISA administration service 1930-2005- Understanding system administration Document Exercise Workbook for World History, Volume II, 3rd Conversion in late antiquity and the early Middle Ages 1936, June 24/1251 A Woman of Family Green building remodeling for dummies Fundamentals of nursing Potter 9th edition Letter to W.H. Auden and other poems 1941-1984 The English Essay and Essayists (The Channels of English Literature.) Clinical laboratory medicine book History of strategic air and ballistic missile defense. Eyes That Never Meet Jeremiah Healy;*