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The Sustainability Conference
for Business & Government

Women Leaders in Clean Energy: Empowering Gender Equity

Panelists:

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Moderator:

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Gender equality is a moral
and business imperative.

A gender diverse company
also **performs better
financially.**

Companies with
women in leadership
roles are 15 percent
more profitable.

45 percent of gender
diverse companies
report **annual market
share growth** over the
previous year.

The most **significant performance gains** are with companies who are actively developing a **pipeline of female managers**, versus only having a female CEO.

Only **30 percent** of the
renewable energy workforce
is made up of women.

Clean tech has even fewer
at **24 percent.**

Across all industries, **women hold significantly fewer jobs in energy and basic materials industries than any other field**, including technology.

- Only **14 percent** of U.S. **executive roles** are held by women.
- S&P 500 companies: **only 29** have **female CEOs**.
- Fortune 500 companies: only **4 percent** have **women CEOs**.

Women hold **only 23 percent** of
Fortune 100 **board seats**

Only 12 percent of non-Fortune
100 corporate board seats.

U.S. energy companies? **5 percent**

40 percent of women want to be a top executive.

But **only 24 percent** believe it's likely. Perceived increased pressure as a woman is the biggest deterrent.

For every **100 women**
promoted to manager,
130 men are
promoted.

Women hold **just 24 percent of SVP** roles in the U.S.

The **scarcity of C-suite roles held by women** is a direct reflection of—and limited by—the **meager number of women** promoted to line roles.

Unconscious bias is universal. It is a “mental shortcut based on social norms and stereotypes.”

There are more than **150**
identified unconscious
biases.

Unconscious bias naturally creeps into the workplace and can **prevent** individuals from making the most **objective decisions.**

Women who negotiate for a promotion or compensation increase are 30 percent more likely than men to receive feedback that they are **“bossy,” “too aggressive,”** or **“intimidating.”**

**53 percent of men say
they don't prioritize
gender diversity because
it means favoritism to some
people over others.**

Addressing **unconscious bias is vital** to successfully building a gender diverse workforce.

- Build Awareness. Take the Implicit Association Test at [Project Implicit](#)
- Interrupt Bias. Implement Processes or Tools to Reduce/Stop Bias

A downloadable list of gender diversity resources will be available on the conference website after the event

seattle.gogreenconference.net