

PARADIGM<sup>®</sup>  
*for* PARITY



2023

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# Impact Report

Transforming corporate culture to advance all women equitably



## Coalition making progress

### Paradigm for Parity by the numbers

150+

Member  
Companies

6.4

million workers  
reached  
worldwide

28

industries reached

– including  
technology, financial  
services, healthcare  
& hospital systems,  
apparel, consumer  
goods, professional  
services

41

of the Fortune 500  
largest companies

30%+

representation  
of women at the  
Executive / C Suite

level across  
survey-participating  
coalition companies

As a growing coalition, Paradigm for Parity supports companies around the world in achieving their commitment to gender parity including racial equity in corporate leadership.

Our work is grounded in our 5 Point Action Plan which provides a roadmap with actionable steps towards parity. Since our founding in 2016, we've grown in size and reach, and expanded our resources to drive impact across a wide range of industries and a global community.

Our work is stewarded by a highly experienced Board of Directors including top executives from Bank of America, Merck, Accenture, McDonald's and other Fortune 500 companies.

## Supporting culture transformation

12+

hybrid or virtual  
events per year

9

off-the-shelf  
toolkits

1

Comprehensive  
resource guide



# Advancing women into leadership roles

## Profit & Loss Leadership Accelerator Program



Advancing more women into operational roles is one of the crucial actions in our 5 Point Action Plan to achieve parity.

That's why we launched the Paradigm for Parity Profit & Loss Leadership Accelerator Program in 2022 to help more women receive training and opportunities to advance into higher paying operational roles and create a pathway to the C-suite. This unique program enables companies to invest in high-potential women, gaining a competitive edge by developing and retaining their best talent. Over six months, participants learn key business acumen and financial strategies, develop core leadership skills and gain access to one-to-one and group executive coaching, and the support of an internal sponsor with sponsorship training.

15

women  
in 2023 cohort

11.76%

expanded their roles or received  
a promotion within 6 months of graduation  
(2022 cohort)

10%

growth in Leading Change  
and Leading Organization  
competencies (2023 cohort)

12%

growth in time management,  
organization, and productivity  
(2022 cohort)

## Testimonials

“I was promoted to lead distribution engineer and am leading with a group mindset. I am building, leading, and keeping an inclusive team.”

– P&L Leadership Accelerator graduate, 2023

“My role expanded to have direct impact on financial decisions in my space across the Enterprise.”

– P&L Leadership Accelerator graduate, 2022

# Elevating women in the workplace

## Women on the Rise

Recognition is essential to supporting and elevating women in the workplace, and a simple way for organizations to demonstrate their investment in and commitment to their employees. Every year, Paradigm for Parity recognizes Women on the Rise in our Coalition companies, who are breaking barriers in corporate leadership and showing the value of gender parity, including racial equity in the workforce.



“I am honored to be recognized for this work by Paradigm of Parity coalition, and it further motivates me to continue my efforts on breaking barriers in corporate leadership.”

– Britt Smith, Senior Manager of Corporate Strategy, Trane Technologies

# Collaborating to drive change

## The Paradigm for Parity Center for Action

Progress towards parity requires collaboration - we can't do this alone. In that spirit, we've created opportunities for partnership so that we can all achieve more together. Launched in 2023, The Center for Action is Paradigm for Parity's new resource hub for companies to deepen their work around our 5-Point Action Plan and accelerate their progress toward parity. Through the Center for Action, coalition members of Paradigm for Parity have access to unique opportunities or cost savings with a growing and vetted, powerful consortium of partners.

### 4 Launch Partners:



“By working together, we can continue to take proactive action to level the playing field by scaling and reaching as many women as possible.”

– Gemma Toner, Founder & CEO, TONE Networks

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**For more information:**

Visit us: [paradigm4parity.org](https://paradigm4parity.org)

Contact us: [info@paradigm4parity.org](mailto:info@paradigm4parity.org)

Join us or request  
more information:



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