



Women in the Executive Suite

Moving up the ladder in the transportation industry

Emerging Women in Transit



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Objectives

Women in the Workplace



- Challenges facing women
- Strategies to attract and retain women
- Survey results
- One-on-One interviews
- Recommendations

Underrepresentation of Women

In transit and across all sectors

Women generally fare better in the public sector but still fall short of top-level management positions.



Hold 39% of transit occupations.



4% of transit agencies have at least ½ of its female staff in mid-level management.



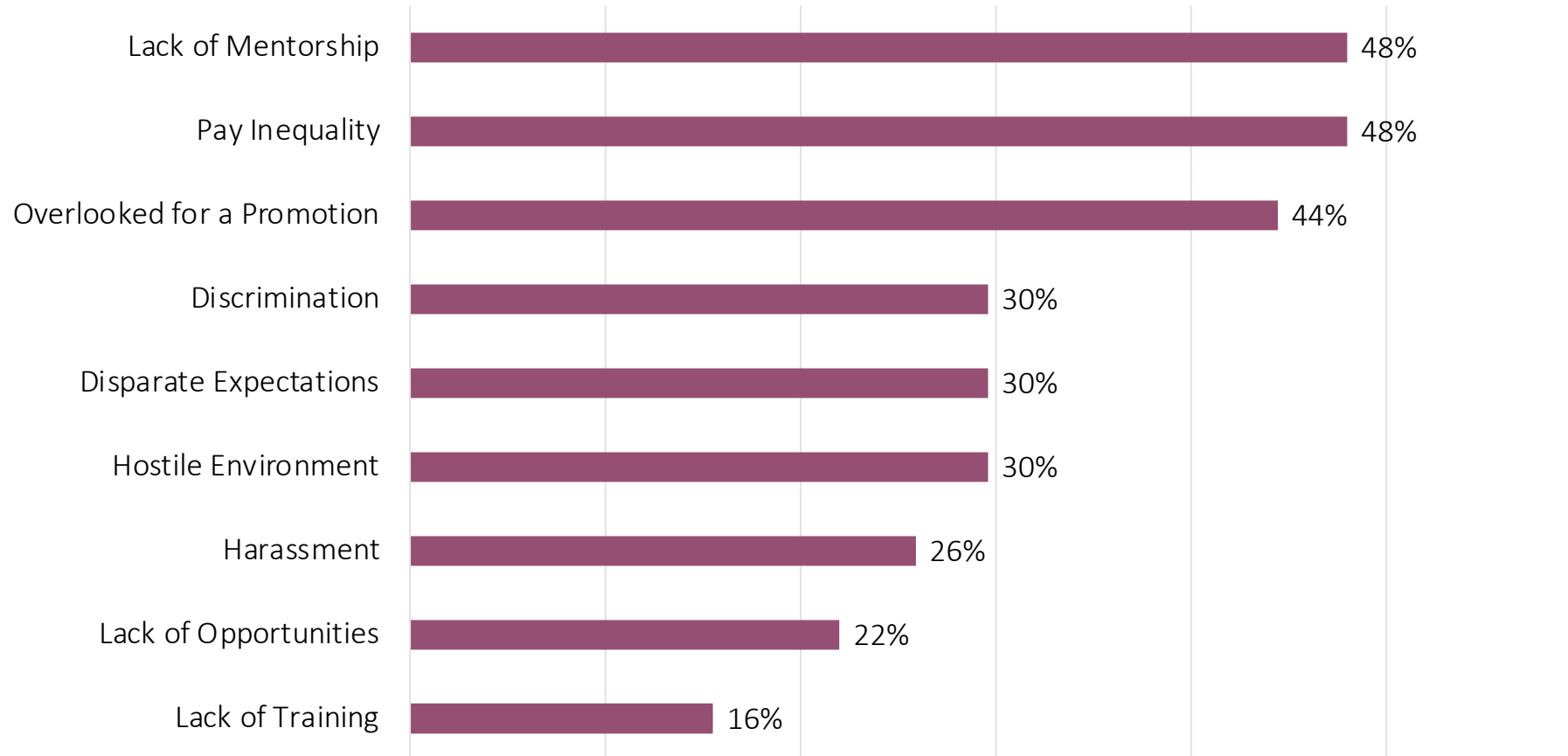
Occupy 47% of the total labor force.



An average of 25% have executive level positions across multiple sectors and only 6% are CEOs.

Executive Suite Barriers

Survey Results



Reaching the Executive Suite

Climbing the corporate ladder

1. “Sticky Floor” rather than “Glass Ceiling”.
2. Leadership and business skills are more important than technical and functional expertise.
3. 38% of management positions are held by women.
4. 57% of recent college graduates are female.
5. Recent surveys of transit agencies show an increase in women who hold management positions.





Benefits of Gender Diversity

Organizations saw improvements in:

- Business and organizational performance
- Meeting customer needs
- Succession planning
- Labor shortages
- Financial productivity
- Company-wide innovation



Who took the Survey

Survey Results



83% Public Sector



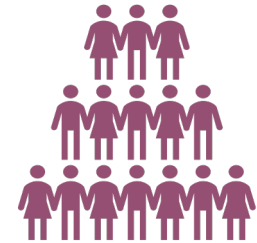
17% Private Sector



Bachelors Degree: 23%

Master's Degree: 67%

PhD, MD, JD: 10%



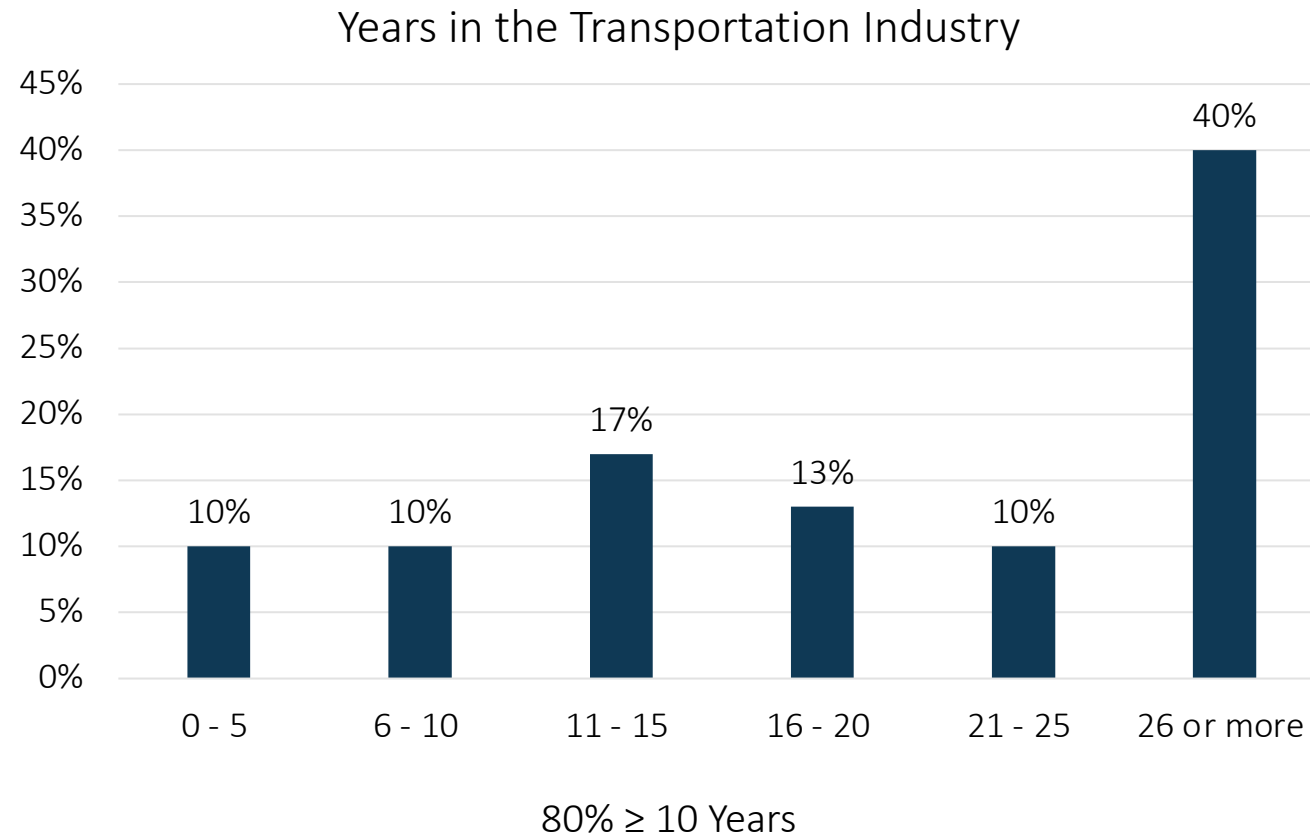
> 500 – 1,000: 47%

1,001 – 5,000: 30%

5,001 – < 10,000: 23%

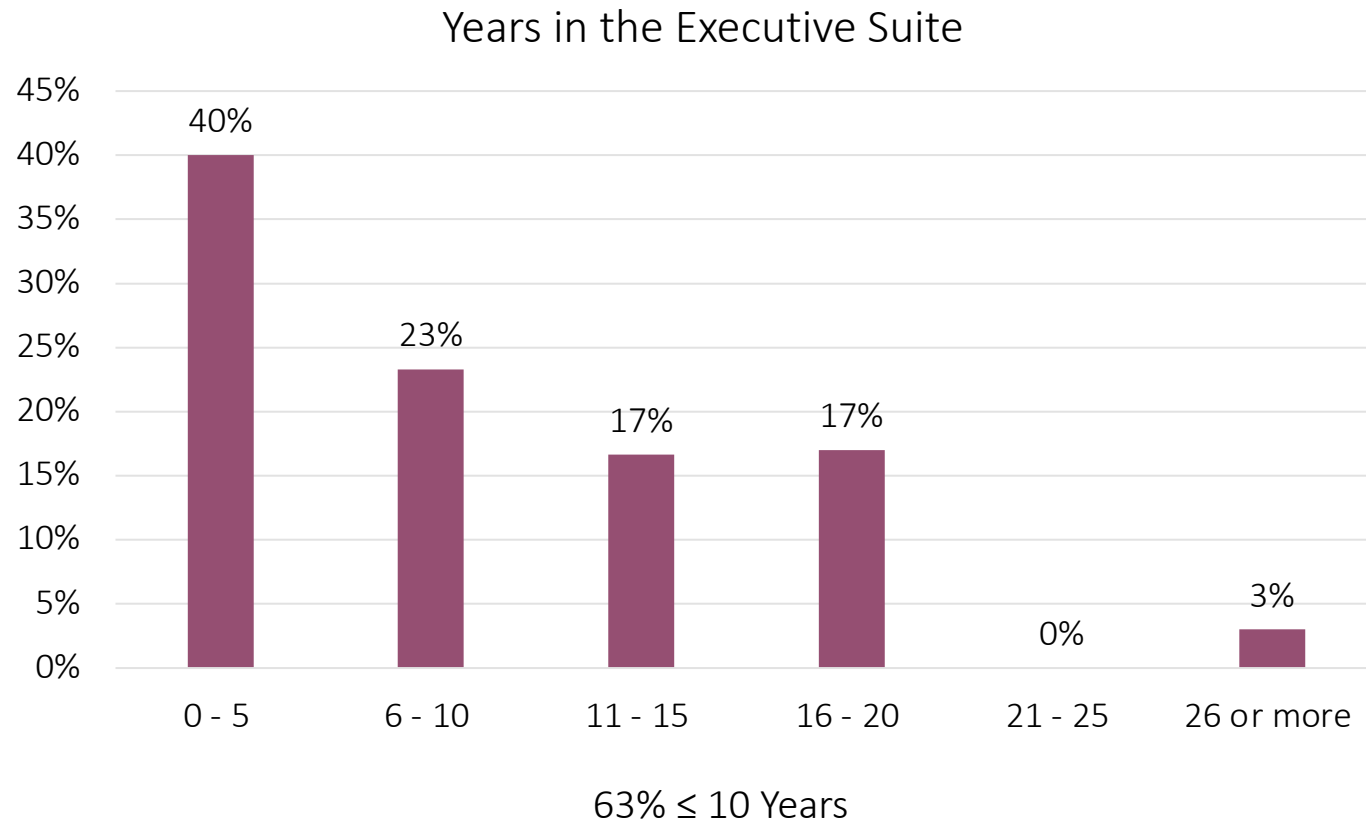
Years of Experience

Survey Results



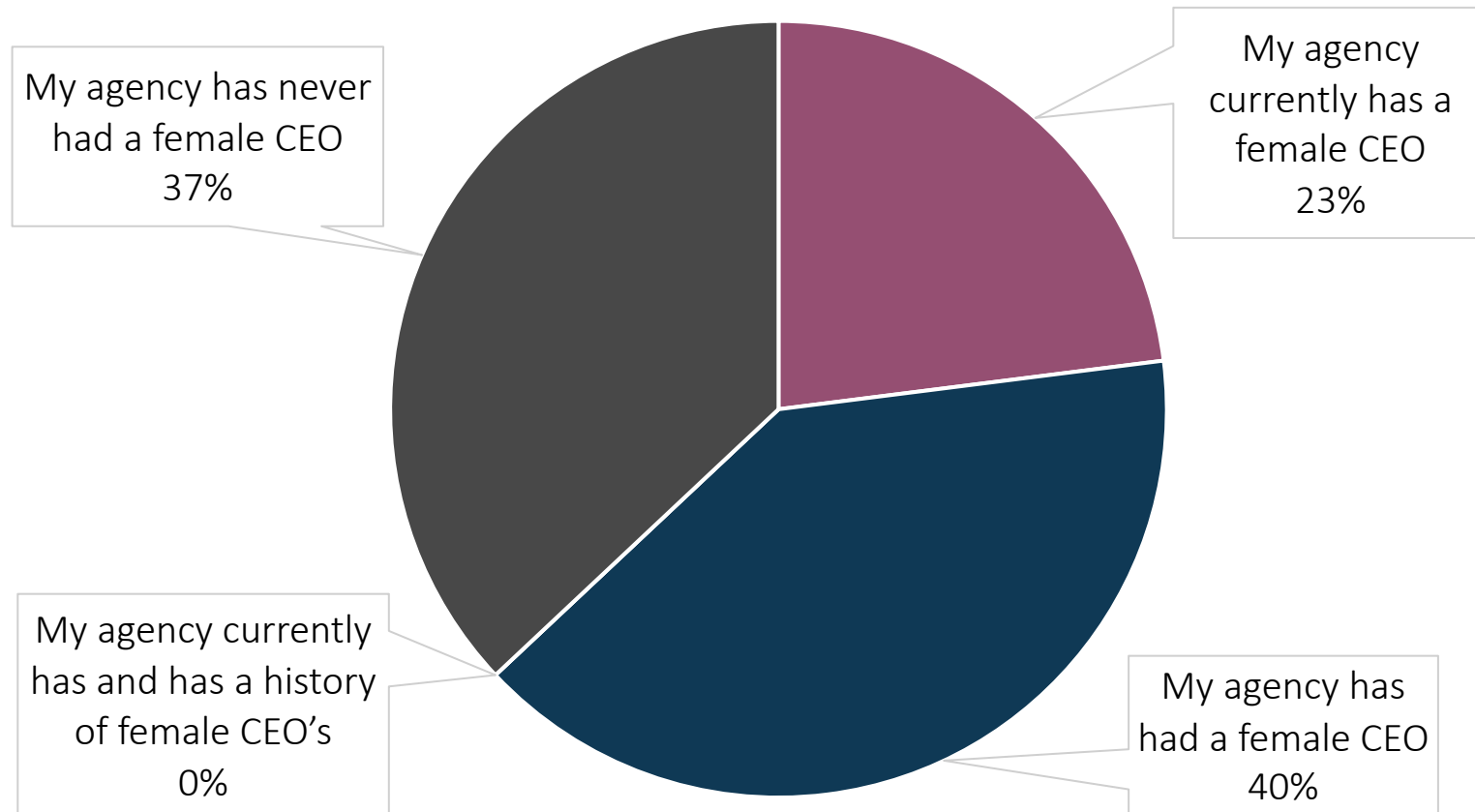
Years of Experience

Survey Results



Female CEO Breakdown

Survey Results



Recommendations

Survey Results

For women who want to become an executive.



Recommendations

Survey Results

Organizations can help prepare women to be successful in leadership roles.



Develop Leadership Skills

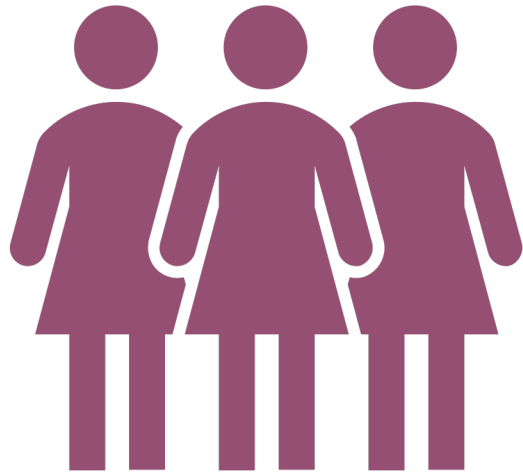
Interview Feedback



- Join a professional organization
- Improve your shortcomings
- Act like you belong at the table
- Develop communication skills
- Ask questions
- Solve problems
- Deliver on your goals

Invest in Self-Development

Interview Feedback



- Continue your education
- Take training and certification programs
- Learn to succeed individually and with a team
- Diversify your portfolio
- Always prepare for the next opportunity
- Take on different roles and responsibilities

Build Your Network

Interview Feedback



- Seek executive guidance
- Ask for mentorship
- Share your professional goals
- Learn from others
- Mentor developing leaders
- Build a solid team

Tips for the Industry

Develop Future Leaders



- Cultivate cross-divisional work standards
- Sponsor leadership development programs
- Develop mentorship opportunities across agencies and sectors

Tips for Employers

Support Work-life Balance



- Create inclusive work policies
 - Maternity and paternity leave
 - Flexible work schedules
- Invest in employee development
 - Education, training, and certificate programs
 - Professional organizations
- Support mentorship at all levels
- Develop job rotation programs
- Have gender balanced interviews

Tips for Individuals

Believe in Yourself



- Build your network within and outside of your agency
- Search for opportunities to develop your skillset
- Take initiative to achieve your goals
- Share your goals with others
- Invest in your education
- Improve leadership skills
- Don't be afraid to ask for help
- Be persistent

Final Takeaways

The Future is Female

- Women continue to progress and excel in transportation careers.
- More women have moved into management roles in the last 5 years than ever before.
- Action is required to prevent the “Sticky Floor” syndrome.



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