

Welcome to the Tennessee Diversity Consortium! Fall 2019 Luncheon



Today's topic: Ambassadors for Change: Developing a Gender Balanced Pipeline

Mission

- The mission of the Tennessee Diversity Consortium is to share, create and promote model practices for diversity & inclusion.



TENNESSEE DIVERSITY CONSORTIUM

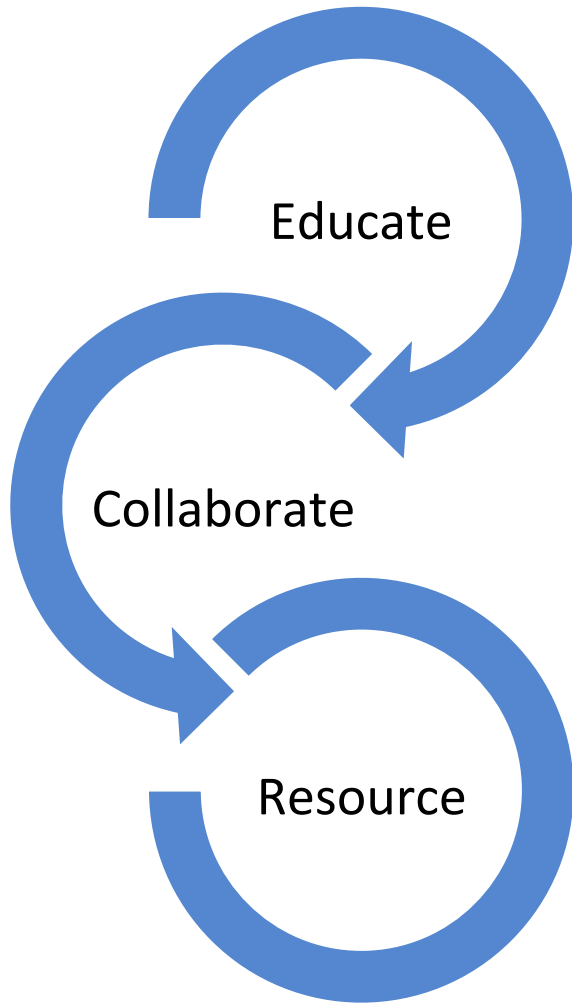
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"Nashville is at a crucial juncture in its history. We are not yet a truly diverse city, but we are about to become one, and the real question is, Can we do it right?"

-Reginald Stuart, in Nashville, an American Self-Portrait

Call to Action:

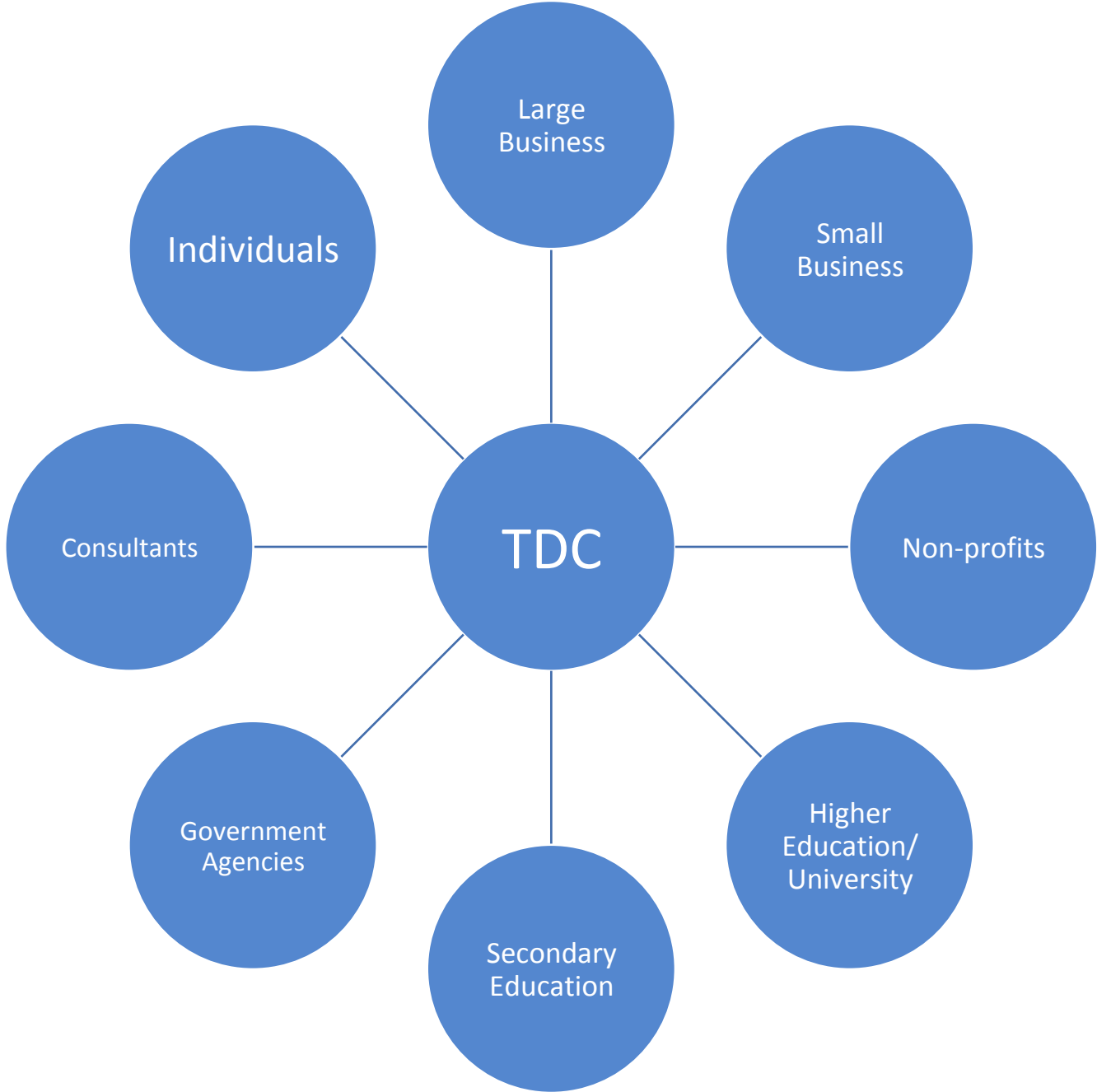


- **Educate:** – Build awareness and skills of practitioner and non-practitioner on diversity & inclusion trends and best practice.
- **Collaborate:** – Bring together committed partners to exchange ideas, build capacity, co-labor to improve our community.
- **Resource:** – Be critical mass of content experts to provide thought leadership and information for those seeking experience.

Membership:

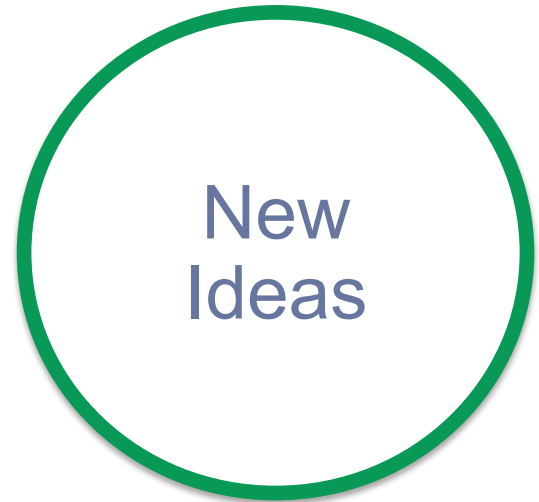
Members are

- D&I practitioners
- D&I function owners
- Passionate about D&I



Ambassadors for Change: Developing a Gender-Balanced Pipeline

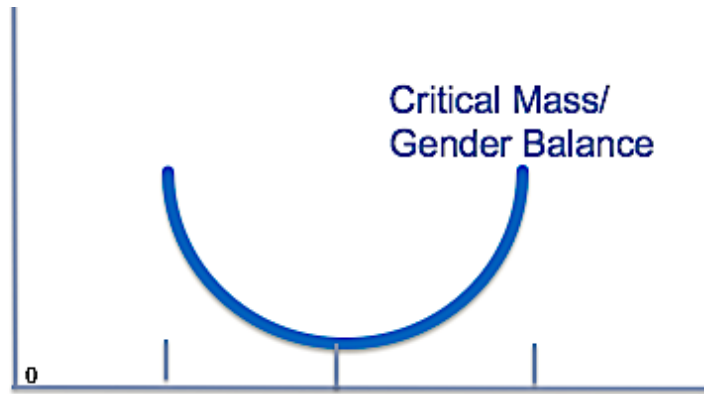
Corbette Doyle, EdD
Senior Lecturer, *Leadership, Policy & Organizations*
Vanderbilt University



Innovation requires ideas + implementation

Klenke (2003); Neilsen, (2009); Tsui, Egan, & O'Reilly (1992)

Proportions may matter

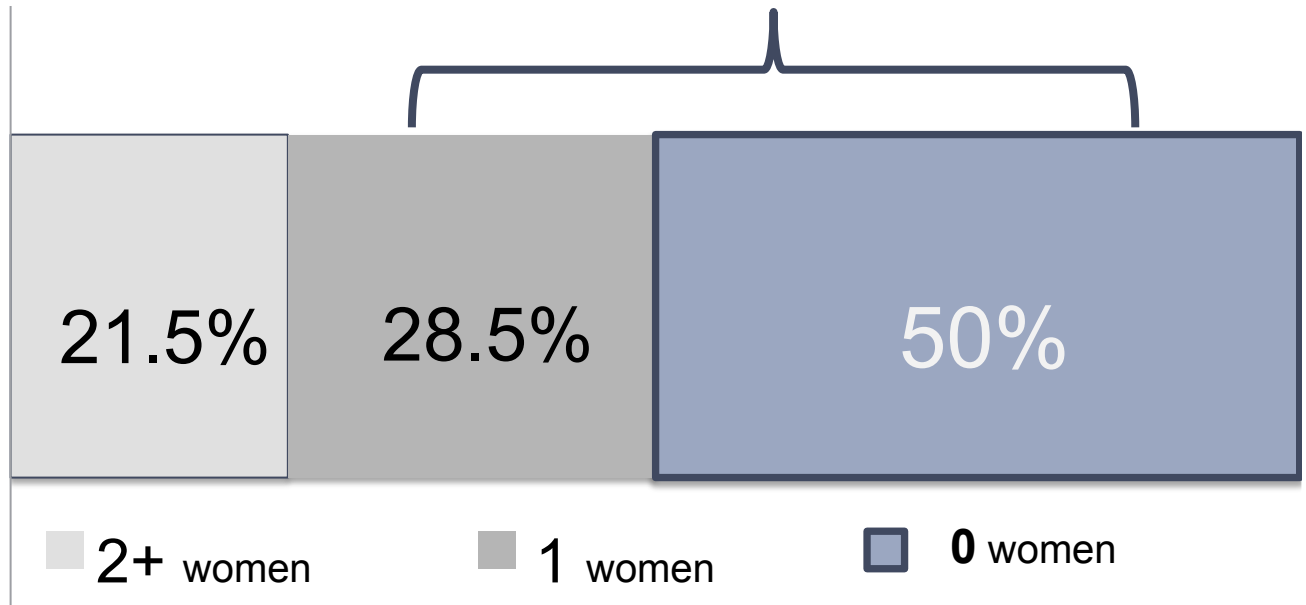


Barely 1/5 have 2+ Exec Women

Of 21,980 Firms In 91 Countries,

Most have **0-1 Exec Women**

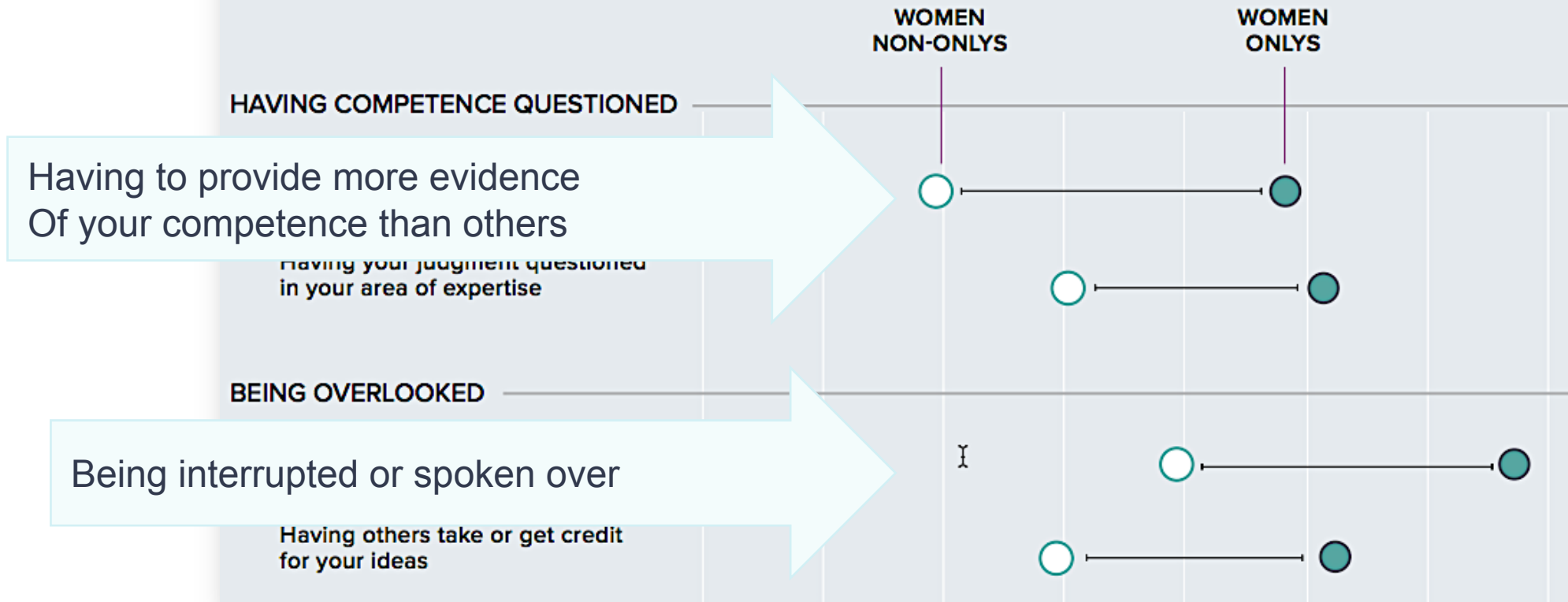
If a U-shape, why would decision-makers add more?

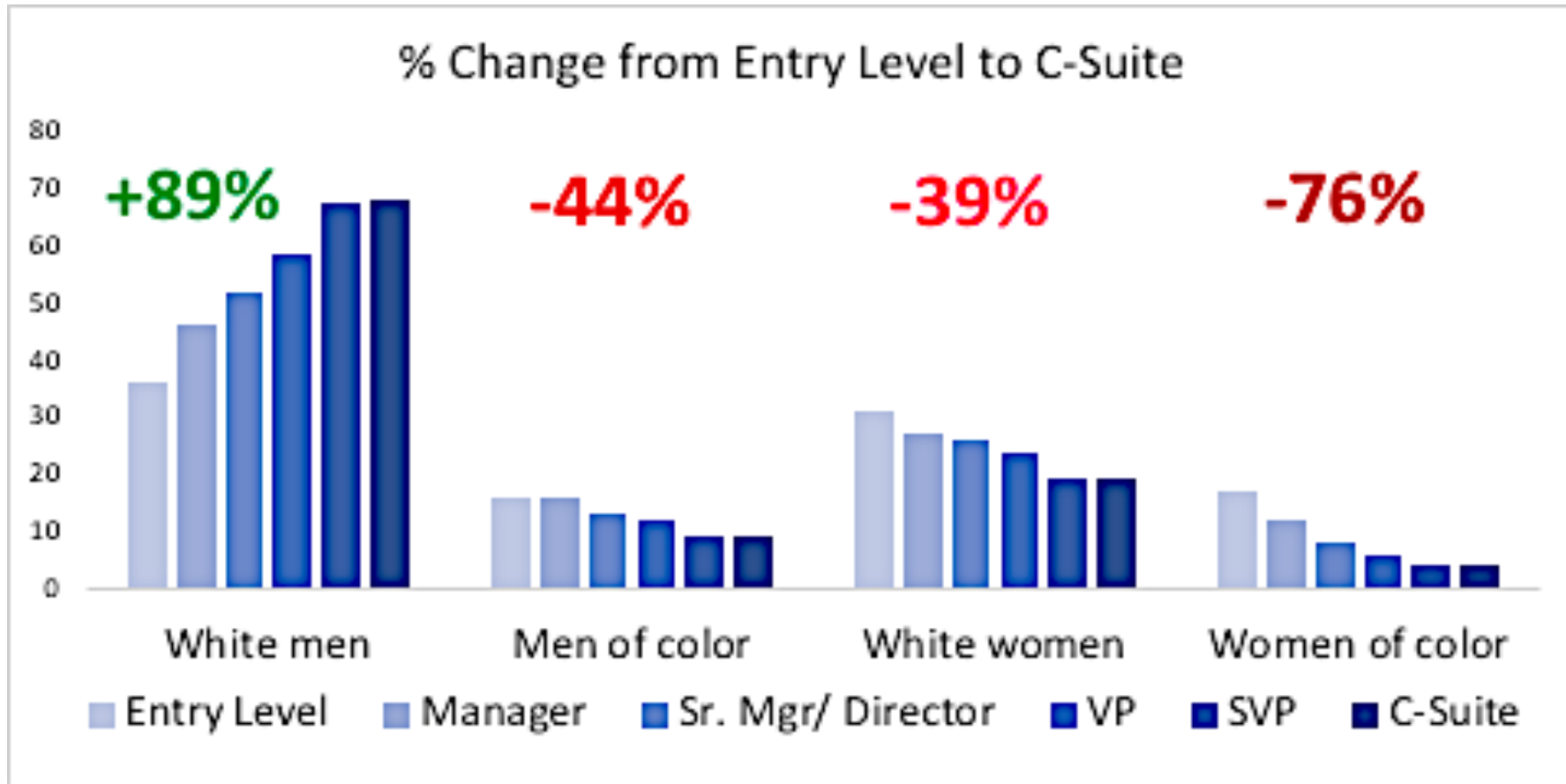


Women Onlys: Competence Questioned; Overlooked

WOMEN ONLYS EXPERIENCE MORE MICROAGGRESSIONS

% of women Onlys and non-Onlys who have these experiences during the normal course of business





Source for data: LeanIn & McKinsey. (2019). Retrieved from: <https://womenintheworkplace.com/>

2019: *Progress at the Top; Pipeline needs Work*

We often talk about the “glass ceiling... In reality, the **biggest obstacle** that women face is much earlier in the pipeline, at the **first step up to manager**. Fixing this “**broken rung**” is the **key** to achieving parity.

| | ENTRY LEVEL | MANAGER | SR. MANAGER/ DIRECTOR | VP | SVP | C-SUITE |
|-------------------------------------|-------------|---------|--------------------------|--------|--------|---------|
| % CHANGE FROM 2015–2019 | +6% | +3% | +8% | +9% | +9% | +24% |
| % POINT CHANGE FROM 2015–2019 | +2.6pp | +1.2pp | +2.6pp | +2.4pp | +2.0pp | +4.2pp |

| | All Men | All women | Women who identify as: | | | | | | |
|---|---------|-----------|------------------------|----------|-----|-------|-------|---------|-------|
| | | | Lesbian | Bisexual | PWD | White | Asian | Latinas | Black |
| More evidence of Competence | 14% | 30% | 34% | 46% | 42% | 28% | 30% | 28% | 40% |
| Having your judgment questioned in your area of expertise | 29% | 38% | 42% | 54% | 52% | 39% | 30% | 31% | 41% |
| BEING OVERLOOKED | | | | | | | | | |
| Being interrupted or spoken over | 34% | 50% | 57% | 64% | 59% | 53% | 43% | 42% | 43% |
| Having others take or get credit for your ideas | 27% | 38% | 43% | 45% | 49% | 40% | 34% | 33% | 35% |
| BEING DISRESPECTED | | | | | | | | | |
| Being mistaken for someone at a much lower level | 9% | 18% | 15% | 27% | 21% | 17% | 18% | 16% | 20% |

The hurdles for intersectional women are even more daunting

Today's Panel Discussion:

- **TJ Higgins – Bridgestone Americas**
- **Kim Varga – Schneider Electric**
- **Danica Dilligard – EY**
- **Erica Walsh – Bridgestone Americas**

Moderator:

- **Dr. Corbette Doyle – Vanderbilt**

Key Links from the presentation and panel:

Dr. Doyle's diigo diversity related tags:

<https://www.diigo.com/profile/professordoyle/6270>

Fall 2019

Tennessee Diversity Consortium



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Needs & Deeds?

**Today's information will be available on our
website November 14.**

www.tennesseediversityconsortium.com

**Be on the look-out in early December as we
announce our topic for March 2020**



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