WORKPLACES THAT WORK FOR WOMEN

2018 CATALYST AWARDS CONFERENCE

March 20, 2018
New York Hilton Midtown
1335 Avenue of the Americas, NYC
What does it mean to stay open?

It means recognizing we all have different perspectives. It means honoring your truth. And the truth of others. It means getting comfortable being uncomfortable, and giving everyone access to the same opportunities. It means being bold, accountable, curious. Together. Let’s ask more questions. Let’s listen courageously. There’s only one you. And you, your stories and your experiences are exactly what we need.

We invite you to stay open with us.
Welcome to the 2018 Catalyst Awards Conference. For more than 25 years, the Catalyst Awards Conference has brought together experts from around the world to share knowledge and shape the dialogue about women’s advancement, diversity, and inclusion while also showcasing Catalyst Award-winning initiatives that address the recruitment, development, and advancement of all women. This year, we celebrate our 2018 Catalyst Award-winning initiatives and all organizations that are creating workplaces that work for women.

To build inclusive workplaces—as a leader, manager, or team member—you need powerful tools, expert knowledge, and real-world examples from the field. You need solutions custom-fit to your role and the changes you want to make. That’s why we’ve organized the 2018 Catalyst Awards Conference agenda into three specialized tracks:

- **BUSINESS CHAMPIONS AND DIVERSITY & INCLUSION PROFESSIONALS**
- **C-SUITE AND SENIOR EXECUTIVES**
- **EMERGING LEADERS**

Learn from the 2018 Catalyst Award winners, Catalyst experts, and other companies leading change, and go back to work equipped to knock down roadblocks and rewire your corporate culture.

Thank you for joining us today to make real change for women and workplaces!

**ABOUT CATALYST**

Catalyst is a global nonprofit working with some of the world’s most powerful CEOs and leading companies to help build workplaces that work for women. Founded in 1962, Catalyst drives change with pioneering research, practical tools, and proven solutions to accelerate and advance women into leadership—because progress for women is progress for everyone.
AGENDA

BUSINESS CHAMPIONS AND DIVERSITY & INCLUSION PROFESSIONALS TRACK

7:30-8:30 AM  CHECK-IN AND NETWORKING BREAKFAST

8:30-9:15 AM  2018 CATALYST AWARDS CONFERENCE KICKOFF
AND
OPENING KEYNOTE
Tina M. Tchen, Partner at Buckley Sandler and a Leader of the Time’s Up Legal Defense Fund

9:15-10:30 AM  2018 AWARD WINNER PLENARY
• The Boston Consulting Group: Women@BCG
• IBM: Leading the Cognitive Era Powered by the Global Advancement of Women
• Nationwide: Our Associates’ Success Drives Business Success
• Northrop Grumman Corporation: Building the Best Culture, Leveraging the Power of Women

10:30-10:45 AM  NETWORKING

10:45-11:45 AM  MORNING BREAKOUT SESSIONS
Choose one session to hear thought leaders discuss:
1. Workplace Cultures That Work for Women
2. Addressing Workplace Issues at the Intersection of Gender, Race, and Ethnicity
3. Engaging Men as Champions to Help Women Advance and Succeed
OR
ADVANCING WOMEN ADVANCES COMPANIES
Listen to a panel of senior leaders from 2018 Catalyst Award-winning companies discussing the benefits of inclusion and how advancing women yields business results.

12:00-1:30 PM  NETWORKING LUNCH AND FIRESIDE CONVERSATION
Deborah Gillis, President & CEO, Catalyst, discusses the importance of intentional leadership in creating workplaces that work for women with Brian Cornell, Chairman & CEO, Target Corporation; Member, Catalyst Board of Directors; and Catalyst CEO Champion For Change

1:30-2:00 PM  NETWORKING

2:00-3:00 PM  AFTERNOON BREAKOUT SESSIONS
Choose one session to hear thought leaders discuss:
1. Workplace Cultures That Work for Women
2. Addressing Workplace Issues at the Intersection of Gender, Race, and Ethnicity
3. Engaging Men as Champions to Help Women Advance and Succeed

3:00-4:15 PM  CLOSING KEYNOTE
Carla Harris, Vice Chairman, Managing Director and Senior Client Advisor at Morgan Stanley

SUPPORTING TRACK SPONSORS

LEAD TRACK SPONSOR

PREMIER CONFERENCE SPONSOR
C-SUITE AND SENIOR EXECUTIVES TRACK

7:30–8:30 AM*  CHECK-IN AND NETWORKING BREAKFAST

8:30–9:15 AM*  2018 CATALYST AWARDS CONFERENCE KICKOFF
AND
OPENING KEYNOTE
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9:15–11:45 AM  EMERGING LEADERS MORNING PROGRAM
• Networking With a Purpose
• Spotlight on Emerging Leaders
• Take Charge of Your Career
• Inspiration From Catalyst Award Winners
• Lunch Objectives

12:00–1:30 PM  NETWORKING LUNCH AND FIRESIDE CONVERSATION
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1:30–3:00 PM  EMERGING LEADERS AFTERNOON PROGRAM
• Build Your Skills: Gaining Access to Power and Influence
• Build Your Skills: Making Your Achievements Visible
• Speakers Jessica Tarlov and Liz Gray

3:00–4:15 PM  CLOSING KEYNOTE
Carla Harris, Vice Chairman, Managing Director and Senior Client Advisor at Morgan Stanley

EMERGING LEADERS TRACK

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3:00–4:15 PM  CLOSING KEYNOTE
Carla Harris, Vice Chairman, Managing Director and Senior Client Advisor at Morgan Stanley

*Morning sessions from 7:30 AM-1:30 PM are optional.
CONNECT WITH US

Stay connected, engaged, inspired, and impactful as a community that counts at CatalystAwardsConference.org. Access full session materials, engage with other attendees, and share your thoughts and insights as a leader on the discussion pages.

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EVENT HASHTAGS
#WorkplacesforWomen
#CatalystAwards2018
#Powerof100

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7:30-8:30 AM
CHECK-IN AND NETWORKING BREAKFAST

8:30-9:15 AM
2018 CATALYST AWARDS CONFERENCE KICKOFF AND OPENING REMARKS

Premier Conference Sponsor Remarks
Caroline A. Wanga, Chief Diversity and Inclusion Officer and Vice President Human Resources, Target Corporation

Opening Keynote
Tina M. Tchen, Partner at Buckley Sandler and a Leader of the Time’s Up Legal Defense Fund

Catalyst Emcees
Troy Roderick, Executive Ambassador, Australia, Catalyst
Alicia Sullivan, Senior Associate, Corporate Engagement, Catalyst
9:15–10:30 AM

2018 AWARD WINNER PLENARY

Catalyst Award-winning initiatives are examples of the important role that intentional and inclusive leadership plays in ensuring the success of diversity and inclusion at an organization. Hear from CEOs and leaders of the 2018 Catalyst Award-winning organizations about how they’ve made workplaces work for women.

- The Boston Consulting Group: Women@BCG
- IBM: Leading the Cognitive Era Powered by the Global Advancement of Women
- Nationwide: Our Associates’ Success Drives Business Success
- Northrop Grumman Corporation: Building the Best Culture, Leveraging the Power of Women

Moderator
Julie S. Nugent, Vice President, Research and Chair, Catalyst Award, Catalyst

Panelists
Rich Lesser, President & Chief Executive Officer, The Boston Consulting Group
Michelle Stohlmeyer Russell, Senior Partner & Managing Director, The Boston Consulting Group, Chicago
Debora A. Bubb, HR Vice President and Chief Leadership, Learning & Inclusion Officer, IBM
Gale V. King, EVP and Chief Administrative Officer, Nationwide
Wes Bush, Chairman and Chief Executive Officer, Northrop Grumman Corporation
Denise Peppard, Corporate Vice President and CHRO, Northrop Grumman Corporation

10:30–10:45 AM

NETWORKING: CAST YOUR NET AND MAKE IT WORK!

What was your most important takeaway from the 2018 Catalyst Award winners plenary? Share your thoughts with someone you’ve not previously met on your way to the breakout sessions.
10:45-11:45 AM

MORNING BREAKOUT SESSIONS
Choose one session to hear leaders from the 2018 Catalyst Award-winning companies discuss:
1. Workplace Cultures That Work for Women
2. Addressing Workplace Issues at the Intersection of Gender, Race, and Ethnicity
3. Engaging Men as Champions to Help Women Advance and Succeed

OR

ADVANCING WOMEN ADVANCES COMPANIES
Listen to a panel of senior leaders from 2018 Catalyst Award-winning companies discussing the benefits of inclusion and how advancing women yields business results.

11:45-12:00 PM

NETWORKING THAT WORKS FOR YOU!

12:00-1:30 PM

NETWORKING LUNCH AND FIRESIDE CONVERSATION
Deborah Gillis, President & CEO, Catalyst, discusses the importance of intentional leadership in creating workplaces that work for women with Brian Cornell, Chairman & CEO, Target Corporation; Member, Catalyst Board of Directors; and a Catalyst CEO Champion For Change

1:30-2:00 PM

NETWORKING: THERE’S NO NET WITHOUT THE WORK!

Find two people who attended breakout sessions different from those you attended. What stories of individual leadership can you share with each other?

Share a story about how you have made a workplace work for others.
2:00–3:00 PM

AFTERNOON BREAKOUT SESSIONS

1. **Workplace Cultures That Work for Women**
   Do you think your workplace works for women? Some of your coworkers might disagree. Workplace culture affects different groups of employees in different ways, and making your workplace work for everyone is a must both for the bottom line and for employee engagement. We’ll bring a real-world case study to life to teach you to assess how your culture can improve, introduce methods for monitoring progress, reveal how to turn inevitable setbacks into opportunities, and show you how to approach difficult conversations when those setbacks arise.

2. **Addressing Workplace Issues at the Intersection of Gender, Race, and Ethnicity**
   People of color face unique challenges at work and in their lives. The issues facing women of color can be particularly overwhelming. But their distinct perspectives and experiences add tremendous value to organizations. Join us to hear about the specific challenges women of color face, and learn how people at all levels of your organization, especially you, can create a workplace that works for all women.

3. **Engaging Men as Champions to Help Women Advance and Succeed**
   Hear firsthand the innovative ways leading organizations are engaging men as gender champions. Be inspired by personal stories of lessons learned and programs that made a difference. Leave with concrete tools proven to engage men in championing women; that help women develop male allies; and empower all employees to create workplaces that work for everyone.

3:00–4:15 PM

CLOSING KEYNOTE

**Carla Harris**, Vice Chairman, Managing Director and Senior Client Advisor at Morgan Stanley delivers closing comments.
1:45–2:35 PM
ACCELERATING CHANGE FOR WOMEN:
SPOTLIGHT ON SODEXO
Michele Landel, Retired CEO & Member, Board of Directors, Sodexo, and
Lorna Donatone, CEO Geographic Regions, Region Chair for North America, Sodexo, speak with Rohini Anand, PhD, Senior Vice President and Global Chief Diversity Officer, Sodexo, about how to drive inclusion and advance women through intentional leadership, accountability, and sponsorship. Learn from their personal anecdotes of failure, overcoming resistance, and persevering to positive impact.

2:35–3:45 PM
RESPONDING TO SOCIAL MOVEMENTS STRATEGICALLY AND AUTHENTICALLY
No company builds its culture in isolation. Larger social concerns—like #MeToo, #BlackLivesMatter, and the polarized political environment—are bound to intrude and affect both employees and your business. To keep up, you must be able to anticipate and respond to these movements in a way that feels authentic and aligns with your organizational goals. Find out how to lead your organization to greater gender equity during social flux.

4:00–5:00 PM
CHAMPIONS FOR CHANGE: CEOS SHAPING OUR FUTURE
In this unique and unprecedented opportunity, hear directly from CEOs on the Catalyst Board of Directors and from Supporter companies on how they lead through tumultuous times, how they personally champion gender equity, and what they are doing to build a future with workplaces that work for women.

5:00–7:00 PM
BOARD RECEPTION
Continue brainstorming solutions at this invitation-only networking event.
7:30-8:30 AM
CHECK-IN AND NETWORKING BREAKFAST

8:30-9:15 AM
2018 CATALYST AWARDS CONFERENCE KICKOFF AND OPENING REMARKS
see page 6

9:15-11:45 AM
EMERGING LEADERS MORNING PROGRAM

- Networking With a Purpose—Get to know what you have in common with other emerging leaders.
- Spotlight on Emerging Leaders—Young, high-potential leaders from Arconic and UPS will share their vision of the future workforce, exploring the intersections of generational differences, gender, and career advancement.
- Take Charge Of Your Career—Explore your current career advancement strategies, learn the top advancement strategies and how they pay off differently for men and women, and discuss why we see these differences in the workplace.
- Inspiration From Catalyst Award Winners—Gain advice, ideas, and insight from this panel of emerging leaders from the 2018 Catalyst Award-winning companies, who will share how their stories of success, failure, and growth have been influenced by their company’s Catalyst Award-winning initiative.
- Lunch Objectives—Get ready for a networking lunch with goals that might earn you a special award!
11:45 AM-1:30 PM

NETWORKING LUNCH AND FIRESIDE CONVERSATION
Deborah Gillis, President & CEO, Catalyst, discusses the importance of intentional leadership in creating workplaces that work for women with Brian Cornell, Chairman & CEO, Target Corporation; Member, Catalyst Board of Directors; and a Catalyst CEO Champion For Change

1:30-3:00 PM

EMERGING LEADERS AFTERNOON PROGRAM
• Build Your Skills: Gaining Access to Power and Influence—It’s a lot easier to advance when you have mentors and sponsors. But what’s the difference? How can you find a sponsor? Practice asking your sponsor for the new opportunity that you want.
• Jessica Tarlov, Head of Research, Bustle; Fox News Contributor—Jessica will share career advancement stories and advice.
• Build Your Skills: Making Your Achievements Visible—It’s not only what you know, but who knows what you know. Practice bragging about yourself so you can talk about your work more strategically to people with the power to bump you up to the next level.
• Liz Gray, Executive, CAA Brand Consulting and Former Chief Mindset Officer, The Female Quotient—Liz will tell her story of advancement and championing women.

3:00-4:15 PM

CLOSING KEYNOTE
Carla Harris, Vice Chairman, Managing Director and Senior Client Advisor at Morgan Stanley delivers closing comments.
10 ACTIONS TO BUILD WORKPLACES THAT WORK FOR WOMEN

Catalyst has solutions for each step of the way. To learn more, contact Audrey Gallien, Senior Director, Business Development at agallien@catalyst.org.

1. BUILD AN INCLUSIVE CORPORATE CULTURE
   - Workshop: Fostering Innovation Through Inclusion
   - Workshop: Developing Talent Through Inclusive Leadership
   - Webinar Recording: Sexual Harassment in the Workplace
   - Online CatalystX Course: Leading With Effective Communication

2. INCENTIVIZE INCLUSIVE LEADERSHIP
   - Workshop: Becoming an Inclusive Leader
   - Expert Presentation: Inclusive Leadership for Everyone
   - Online CatalystX Course: Becoming a Successful Leader

3. SHINE A LIGHT ON WOMEN OF COLOR
   - Workshop: Improving Inclusion on Teams—Gender, Race & Ethnicity
   - Webinar Recording: Day-To-Day Experiences of Emotional Tax Among Women and Men of Color in the Workplace

4. ENGAGE MEN AS CHAMPIONS
   - Workshop: MARC Leaders
   - Workshop: MARC Leaders Executive Dialogue
   - Workshop: Championing Change
   - Expert Presentation: Engaging Men as Change Agents

5. UNLOCK “HOT JOBS” TO HELP ACCELERATE WOMEN’S CAREERS
   - Workshop: Take Charge of Your Career
   - Workshop: Unwritten Rules to Advancement
   - Expert Presentation: Negotiate Your Role
   - Expert Presentation: Sponsoring Women to Success

6. SHAKE UP YOUR BOARD
   - Catalyst Corporate Board Services
   - Catalyst Women On Board™

7. UNMASK UNCONSCIOUS BIAS
   - Workshop: Interrupt Unconscious Bias: Become an Inclusive Leader
   - Workshop: Creating Your Inclusive Communication Style
   - Expert Presentation: Workplace Bias—Stopping Microaggressions
   - Online CatalystX Course: Unconscious Bias: From Awareness to Action

8. GET REAL ABOUT GENDER, RACE AND ETHNICITY
   - Expert Presentation: Managing Diverse Teams Through Inclusion
   - Online CatalystX Course: Communication Skills for Bridging Divides

9. CLOSE THE WAGE GAP—IMMEDIATELY
   - Webinar Recording: Actions to Make Every Day Equal Pay Day

10. PRIORITIZE PRODUCTIVITY OVER PHYSICAL PRESENCE
    - Expert Presentation: Work-Life Effectiveness
    - Online CatalystX Course: Get Beyond Work-Life Balance
“Diversity is our lifeblood. Diverse teams generate more creative solutions and deeper collaboration with clients. Ensuring our organization works for everyone is not only the right thing to do, but it’s how we build BCG to its full potential.”

–Rich Lesser, President & CEO, The Boston Consulting Group
In 2013, The Boston Consulting Group (BCG) reformed its Women’s Initiative into Women@BCG, with the goal of increasing the number of women employees in senior leadership roles and creating a more effective work environment. Consulting staff at all levels of BCG are targeted through five pillars: recruiting and hiring; talent development and mentoring; work-life and flexibility; awareness and affiliation; and external engagement.

Partners and other senior leaders are highly engaged and accountable for many aspects of the initiative. Major components and programs include:

- Strategic efforts to decrease bias in recruiting and hiring processes, such as unconscious bias interviewer calibration and training.
- Apprenticeship in Action, a program that coaches women and men leaders to improve their communication and leadership skills and encourages a broader range of leadership styles.
- The Segment of One program, which recognizes that each person is unique and requires a specific type of support through evolving career and life stages.
- The Predictability, Teaming, and Open Communication working model, which supports teams to better work, learn, and communicate with each other.

From 2013 to 2017, representation for women has increased across senior levels. Women’s representation on BCG’s Executive Committee has increased from 17.6% to 35.3%. The number of women partners has increased at almost three times the rate of men partners over the past four years. Currently, women lead six NAMR (North America/Mexico Region) offices which account for over 30% of staff in the region. In addition, the percentage of women in every cohort has grown as a result of parity in promotions and retention as well as an aggressive focus on recruiting.
“IBM has a long-standing commitment to equal opportunity and our employees represent a talented and diverse workforce. Achieving the full potential of diversity and inclusion is a business priority that is fundamental to our competitive success.”

—Ginni Rometty, Chairman, President & CEO, IBM
Leading the Cognitive Era Powered by the Global Advancement of Women

Leading the Cognitive Era Powered by the Global Advancement of Women at IBM is a global initiative that started in 2012 with the appointment of CEO Ginni Rometty. In the midst of global transformation, IBM has strategically and purposefully focused on technical women’s career development and advancement. HR and global business leaders partner to drive IBM’s diversity and inclusion goals by attracting and recruiting diverse talent; prioritizing leadership development and talent discussions; and engaging as a good corporate citizen.

Important components and programs include:

• Robust recruitment and diverse slate practices.
• A variety of programs to help re-engage women and diverse talent, such as:
  o Reconnections, a program to re-engage IBM alumni.
  o Tech Re-Entry, a program for mid-level women who have been out of the tech workforce for at least two years.
• Career development activities across the talent lifecycle, including targeted mentoring, sponsorship, and support structures for technical women and executives.
• Monthly CEO-led “Five-Minute Drills,” which discuss talent to identify critical roles, review talent development, and place talent for growth.

Women’s representation globally has increased between 2012 and 2016. Additionally, women make up 29% of IBM’s Board of Directors.
“Nationwide’s commitment to diversity and inclusion continues to strengthen our culture and fuel our success. It will also inspire the innovation that guides our future.”

—Steve Rasmussen, CEO, Nationwide
In 2011, Nationwide launched its initiative, *Our Associates’ Success Drives Business Success*, to build on its strong cultural foundation anchored by the company’s first core value, “We Value People.” A comprehensive framework of programs enabled by strong senior-level and board sponsorship, it has resulted in increased associate engagement and inclusion scores year over year, in line with steady business growth. Nationwide has achieved this success with strategic and intentional efforts to attract, accelerate, and advance women at all leadership levels—and in particular women of color—with a strong focus on sustaining an inclusive workplace culture for all.

Fundamental elements include:

- Enterprise-wide development programs, such as INSIGHT, for high-potential current and future executives, and the Touch Point sponsorship program, which exposes senior leaders to executive talent, including women and women of color.
- 19 Associate Resource Groups centered on employee interests and demographics, such as women, women of color, LGBT associates, and sustainability, along with 18 D&I Business Unit Councils.
- Various accountability mechanisms, such as Human Capital Scorecards, a 30% people performance objective, diversity and inclusion, and engagement.

From 2011 to 2017, the representation of women, including women of color, in leadership roles and the pipeline has increased at Nationwide. For example, in executive roles (Senior Vice President/Vice President/Associate Vice President), representation of women overall increased from 29.1% to 33.9% and from 2.8% to 6.9% for women of color vice presidents. Additionally, women hold 26.6% of Nationwide’s Board of Directors seats.
“To ensure that we have a pipeline of diverse talent for future leadership positions, we drive change through every aspect of our talent acquisition, development, and succession planning processes. We also promote a culture that is inclusive. We believe that workforce diversity generates innovation and delivers top performance for our customers’ important missions. At Northrop Grumman, accelerating the advancement of women and people of color has translated into real value for our stakeholders. We’re proud to receive this prestigious award from Catalyst and grateful to Catalyst for their leadership in promoting the advancement of women.”

—Wes Bush, Chairman & CEO, Northrop Grumman Corporation
Northrop Grumman Corporation began its US-based initiative, *Building the Best Culture, Leveraging the Power of Women*, in 2010 to shape a diverse pipeline of leaders that would be ready for future executive positions. As the company was making plans for future growth, projections for normal retirements were increasing, and the lack of diversity in engineering disciplines required the company to design a comprehensive initiative to expand the leadership pipeline, with a specific requirement for diverse representation inclusive of women and people of color. The initiative has five strategic elements: leadership commitment, talent acquisition, work-life integration, employee development, and building the future pipeline.

Key components and programs include:

- Leadership commitment to drive culture change from the top, creating a role model for diversity in the executive team, and holding all executives accountable for diversity in performance metrics.
- A drive for new and more robust sources of diverse talent, as well as measuring and reporting the diversity of candidate slates for all management positions (10,000+) in quarterly business performance review meetings.
- Leadership programs such as the Executive Leadership Program, Women and Leadership, and the Leadership Cohort Program, in which participants are nominated from succession processes, form strong cross-functional business networks as cohorts, and gain visibility to the executive team and strategic issues. Participant diversity for all programs was also measured.
- The Women’s Conference and Inclusive Leadership Conference nurture and develop talent across the company, with consistently strong participation from board members and company executives.

Representation of women, including women of color, has increased across levels from 2010 to 2016. Women’s representation on the board increased from 15.4% to 21.4%, and on the executive team it has grown from 8.3% to 46.0%. At the vice president level, women overall increased from 15.5% to 29.1% and women of color increased from 2.0% to 4.4%. At the director level, women’s representation increased from 19.4% to 26.9% overall and from 2.6% to 5.7% for women of color.
Catalyst is honored to be associated with organizations whose innovative and pioneering initiatives have proven so powerful in making change. Since 1987, we have recognized 94 initiatives at 85 organizations from around the world with the Catalyst Award.

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<th>Year</th>
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<td>2018</td>
<td>The Boston Consulting Group IBM Nationwide Northrop Grumman Corporation</td>
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APPLY FOR THE 2019 CATALYST AWARD

The global Catalyst Award attracts organizations from around the world. Every year, Catalyst identifies and receives applications from companies of all sizes, regions, and industries, whose groundbreaking initiatives to advance women and diverse groups make them eligible for the Award.

Diversity and inclusion (D&I) is a strategic imperative for organizational success. That is a proven fact. How you get there…that’s the real story.

By applying for the Catalyst Award, your company or firm will:
• Benefit from an external perspective on your organization’s culture and D&I efforts.
• Showcase your internal and external strategies, talent, and progress.
• Learn how to continuously improve your efforts.
• Show your commitment to being an employer of choice.

Catalyst welcomes your application.

Our Eligibility Worksheet (www.catalyst.org/apply) will help you determine whether your organization’s initiative is eligible for nomination for the Catalyst Award.

As you prepare your submission materials, you may find it useful to review descriptions of previous Catalyst Award-winning initiatives by visiting www.catalyst.org/winners.

And you can find process, criteria, timeline, and application materials at www.catalyst.org/apply
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These leaders have made a public commitment to advance more women, including women of color, into senior leadership positions and onto their boards. Together, they are building workplaces that work for women.

Learn more at catalyst.org/champions.
Tell the world about the workplaces that work for you!

Fill in the back cover, take a selfie, and share it with your network on social media using #Powerof100 and #CatalystAwards2018. Then, go to the Promenade to print and add your image to the #Powerof100 mosaic!

Examples: Workplaces That Work for: LGBT Employees or Workplaces That Work for: Millennials