



## Prioritizing Equity at a Pivotal Moment: Catalyst CEO Champions For Change—Appendix

This year's survey collected information on promotions of *Catalyst CEO Champions For Change* employees among career levels in fiscal years 2019 and 2020. These years were selected in an effort to observe the nuances of employment trends (e.g., layoffs, delayed promotions) due to the impact of Covid-19.

However, fewer companies were able to provide information on promotions in fiscal year 2019 than for fiscal year 2020 (60 companies compared to 64 companies, respectively). Therefore, direct comparisons should not be drawn between the two years. The findings from 2020 offered a more complete picture of representation and advancement trends among the sample. The 2019 findings are included here for reference.

The survey findings for boards of directors were compared against the representation of women, and specifically women of color, among boards of directors in the Fortune 500. Due to the lack of available comparison data for 2019, the findings were compared to data from 2018.<sup>1</sup>

### Women's Global Representation by Level, 2019

#### EXECUTIVES



#### SENIOR MANAGERS

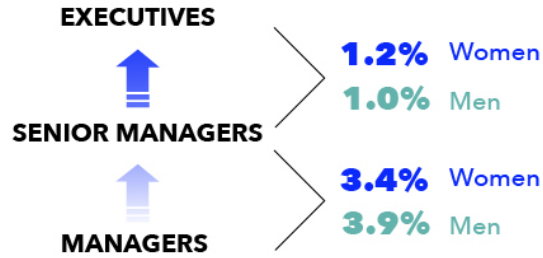


#### MANAGERS



- Catalyst CEO Champions For Change Companies
- Global Comparison

## Global Promotion Rates by Level and Gender, 2019



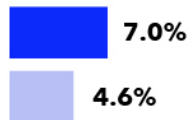
Note: Promotion rates indicate changes in career level within each demographic group listed above and combined do not equal rates across all groups.

## Boards of Directors by Gender, 2019

### WOMEN, ALL ETHNICITIES AND RACIAL GROUPS



### WOMEN IDENTIFYING WITH UNDERREPRESENTED ETHNIC OR RACIAL GROUPS



- Catalyst CEO Champions For Change Companies
- Fortune 500 Comparison

## Representation by Level, Gender, Ethnicity/Race in Selected Countries, 2019

### EXECUTIVES



### SENIOR MANAGERS

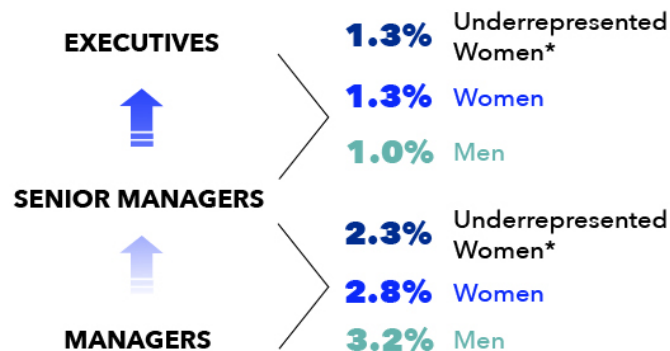


### MANAGERS



● Women Identifying with Underrepresented Ethnic or Racial Groups

## Promotion Rates by Level, Gender, and Ethnicity/Race in Selected Countries, 2019



\*Women Identifying with Underrepresented Ethnic or Racial Groups

Note: Promotion rates indicate changes in career level within each demographic group listed above and combined do not equal rates across all groups.

<sup>1</sup> [Missing pieces: The board diversity census of women and minorities on Fortune 500 boards, 6th edition.](#) (2021). Alliance for Board Diversity/Deloitte.