



BEST COMPANIES FOR WOMEN TO ADVANCE LIST 2020

KEY FINDINGS



WHAT DOES IT TAKE TO BE ONE OF THE BEST COMPANIES FOR WOMEN TO ADVANCE?



Companies that made the 2020 list of Best Companies for Women to Advance shared best practices across several areas of measurement.

Even in 2020, women are often expected to take on the majority of household labor, including childcare, making it harder for women to work overtime or take on bigger projects, hurting their career advancement. To be a Best Company for Women to Advance, a company must demonstrate practices and policies that are proven to benefit women and keep women in the workforce. Companies must also have a track record of women in leadership, proving that women can, and do, advance in their organizations.

There are a number of best practices that have been shown to help close the gender gap and create an environment where more women can advance, and the best companies were using these best practices regularly. Further, they demonstrate results—like the fact that 17% of companies included on this list have a female CEO, a major improvement over the 5.5% of companies on the S&P 500 with a female CEO.

These key findings present a total picture of how companies are recruiting, retaining, supporting, and promoting women to close the gender gap in their industries.

HOW COMPANIES WERE RATED



For comparison purposes, the findings have been broken out into four categories: an aggregate of all companies, large companies (>5000 employees), medium companies (500-4999 employees), and small companies (<500 employees).

Thirty-five companies made the 2020 list:

Large

Adobe
AmerisourceBergen Atos
Banner Health
Best Buy
Blue Shield of California
The Clorox Company
Fortescue Metals
PegaSystems
PepsiCo
Ralph Lauren Corporation

Medium

Central Ohio Transit Authority (COTA)
Domo
Evolent Health
Guild Education
Lucid Software
Nasdaq
Overstock
Pluralsight
Satellite Healthcare
SurveyMonkey
Workfront

Small

Aetion
Behavr
CloudInsyde
DaVinci Virtual Earnest
Hint Health
HireVue
InformedDNA
OneLogin
Stance
United Way of Salt Lake
Very
Zipari

Companies were rated in these four areas:

Recruitment

Benefits

Training

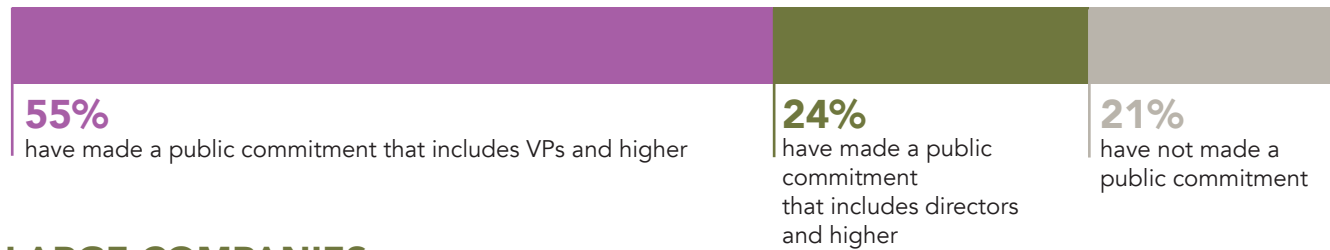
Measurement &
Representation

RECRUITMENT

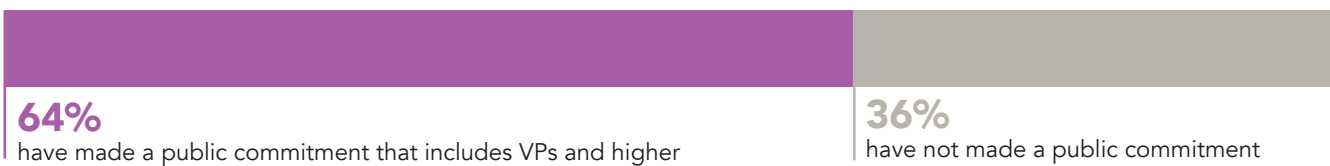
Recruitment practices can often unconsciously be biased against women and people of color. Robust recruitment practices ensure everyone has an equal chance of success.

Many companies made a public commitment to gender parity in leadership, including the Parity.org ParityPledge® or an equivalent pledge.

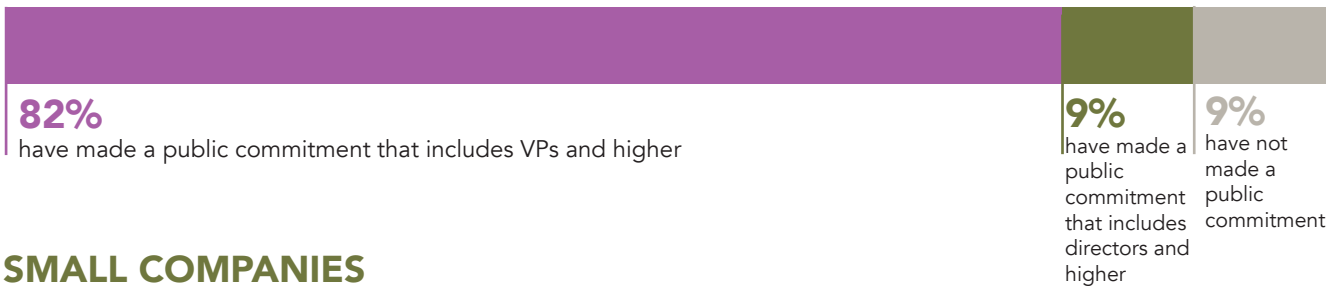
ALL COMPANIES



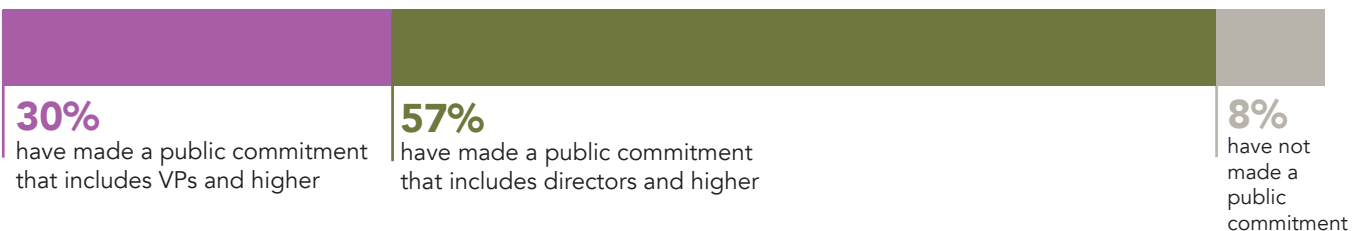
LARGE COMPANIES



MEDIUM COMPANIES



SMALL COMPANIES



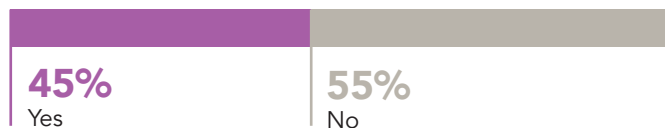
RECRUITMENT

Companies require recruiters to include at least one qualified woman on candidate slates for board and executive positions.

ALL COMPANIES



LARGE COMPANIES



MEDIUM COMPANIES

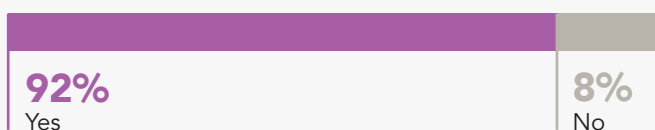


SMALL COMPANIES



All job interview panels include at least one woman on the panel.

ALL COMPANIES



LARGE COMPANIES



MEDIUM COMPANIES



SMALL COMPANIES



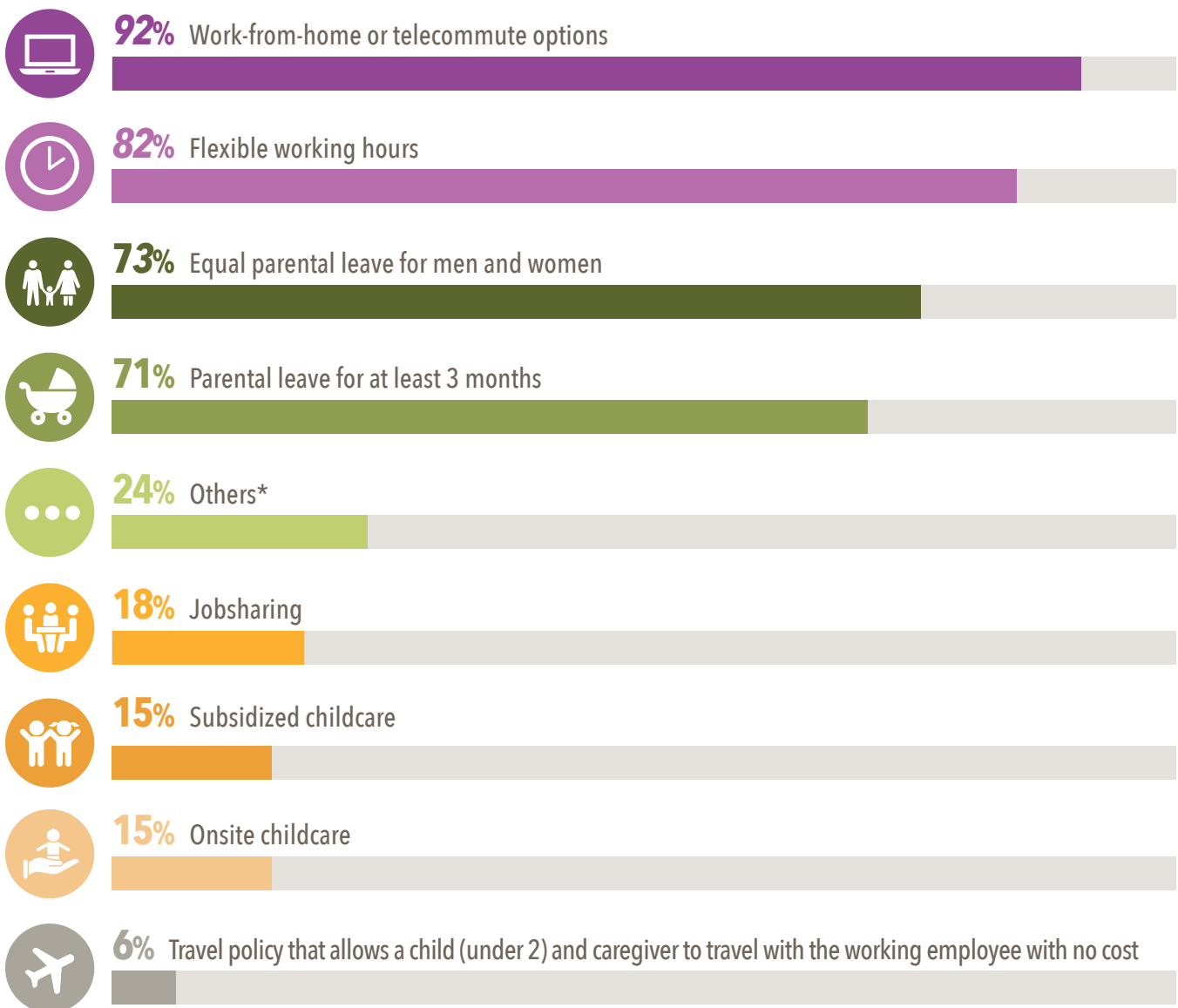
BENEFITS AND POLICIES

Some benefits are more effective than others at helping women stay and succeed in the workforce. Many of these benefits also benefit men, such as ensuring men and women receive equal parental leave for new births or adoptions. And while some of these benefits have a significant cost to companies (such as onsite or subsidized childcare), some of the most common benefits have little to no cost to companies.

Here are the most common policies and practices:

ALL COMPANIES

Your company has family-friendly policies for both parents that include:



BENEFITS AND POLICIES

Twenty-four percent of companies on the list offer unique, useful benefits for women that were not listed on the previous page. Among these benefits:

- Elder care resources
- Cash benefit for new moms to spend on maternity clothes
- Backup child care and elder care
- Surrogacy assistance
- Special needs support
- Welcome back programs for employees re-entering the workforce
- Onsite health center



BENEFITS AND POLICIES

Women are more likely than men to hold part-time jobs, which do not always offer benefits like paid sick leave. Because the task of caring for sick children often falls on women, a lack of paid sick leave can contribute to lost wages and lost opportunities for advancement.

Companies that offer paid sick leave to all part-time employees

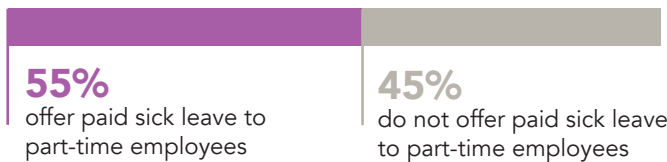
ALL COMPANIES



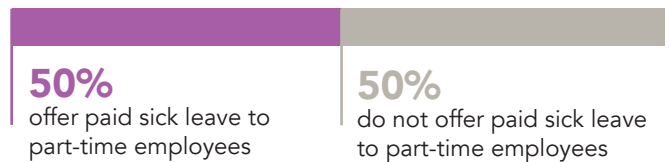
LARGE COMPANIES



MEDIUM COMPANIES

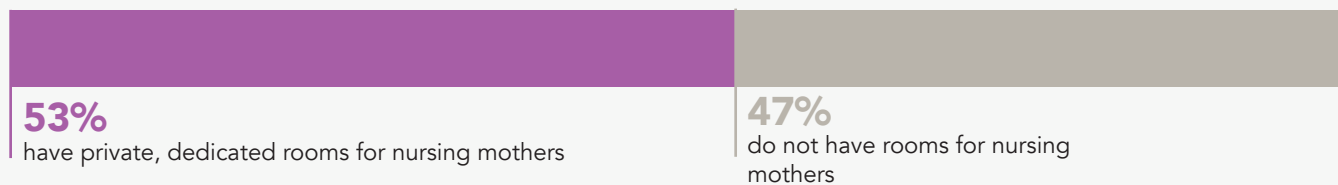


SMALL COMPANIES



Dedicated Nursing Rooms for Nursing Parents

ALL COMPANIES



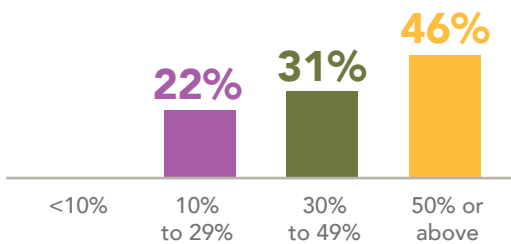
Medium and large companies were the most likely to have dedicated rooms for nursing mothers. Nursing rooms are required by some state laws, so both geography and company resources may play a part in this benefit for new moms.

MEASUREMENT

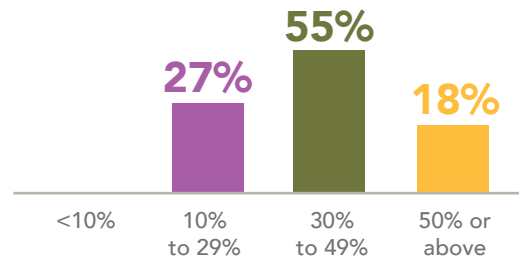
If you don't measure it, you can't improve it. Regularly reporting on gender parity to the executive team and board of directors solidifies the importance of gender diversity to a company and holds teams accountable for progress. The study measured the current gender diversity in leadership, and how companies have improved in the past 12 months. A pattern of recent promotions for women in leadership roles is a sign that companies are committed to finding qualified women for top jobs.

% of VP and higher roles where a woman was hired or promoted in the last 12 months

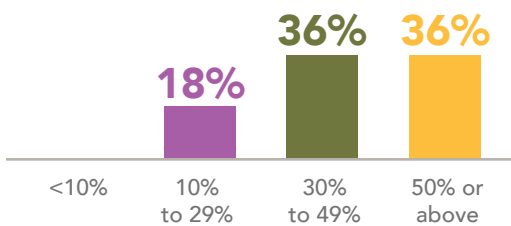
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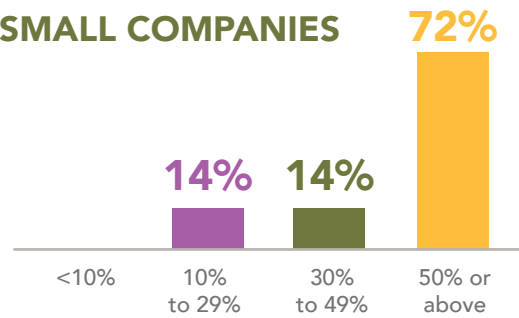
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MEDIUM COMPANIES

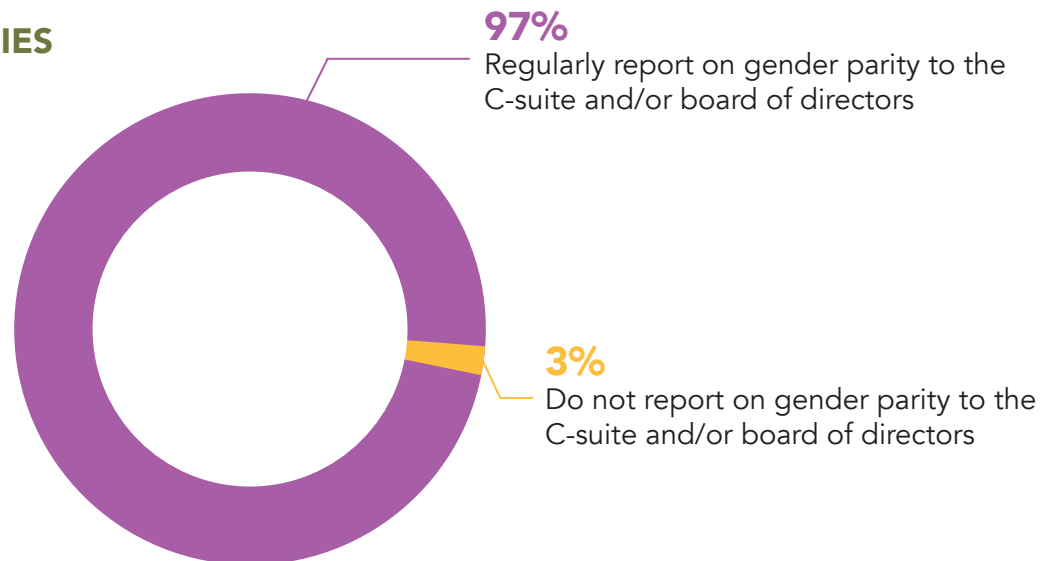


SMALL COMPANIES



Companies that regularly report on gender parity to their C-suite and Board

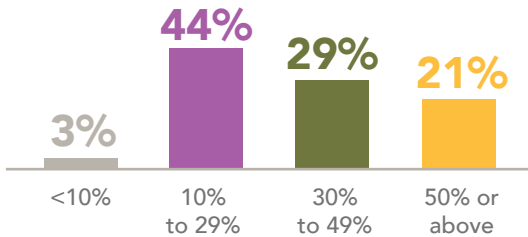
ALL COMPANIES



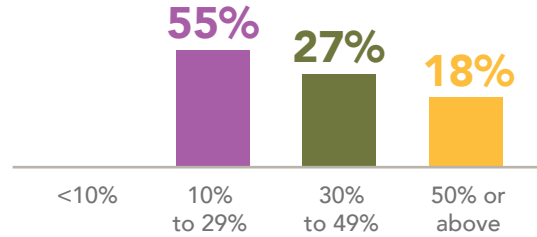
MEASUREMENT

The percent of women on each company's Board of Directors

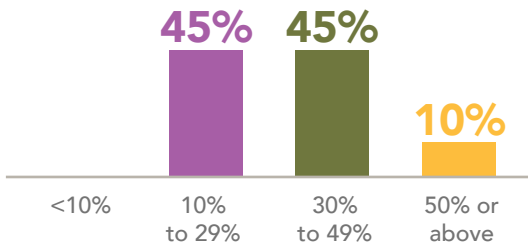
ALL COMPANIES



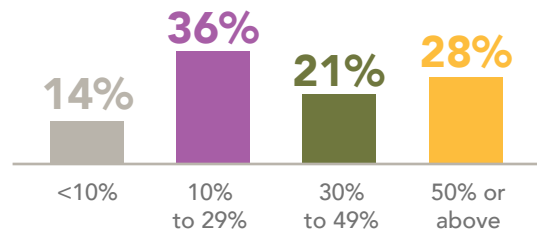
LARGE COMPANIES



MEDIUM COMPANIES

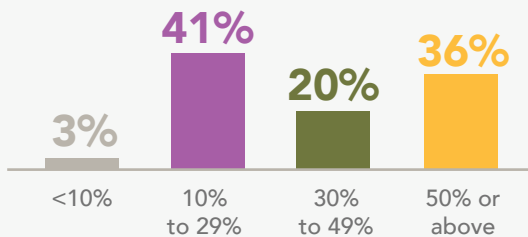


SMALL COMPANIES

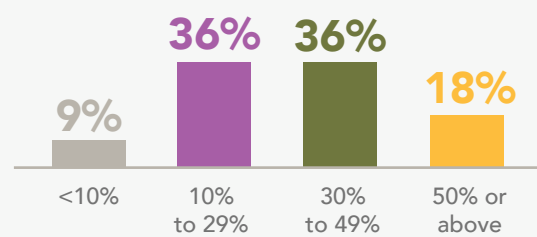


The percent of women on each company's C-suite, reporting to the CEO

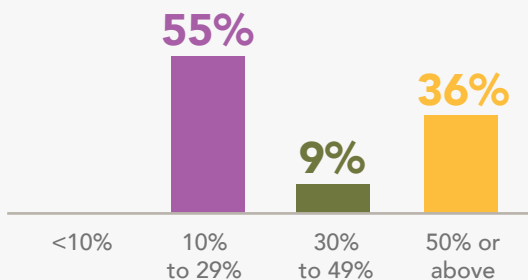
ALL COMPANIES



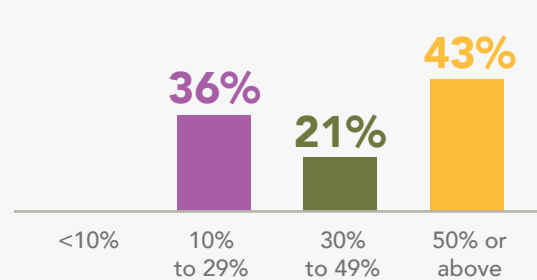
LARGE COMPANIES



MEDIUM COMPANIES



SMALL COMPANIES



MEASUREMENT

Having more women on a board of directors is correlated with a higher likelihood of having a female CEO. Of the companies on the list that reported having at least 50% women on their board, 67% had a female CEO. Medium companies were also more likely than large or small companies to have a female CEO.

Companies with a woman CEO

ALL COMPANIES



LARGE COMPANIES



MEDIUM COMPANIES



SMALL COMPANIES



MEASUREMENT: EQUAL PAY

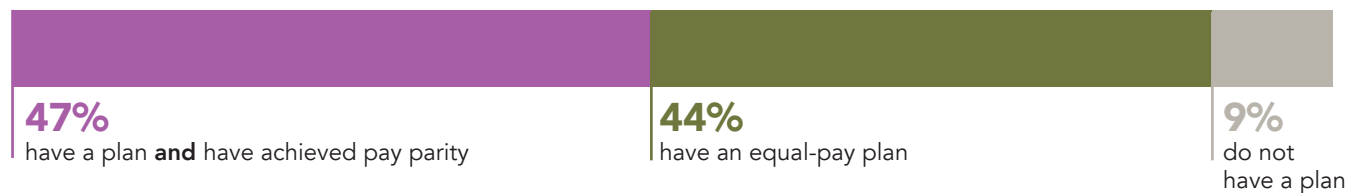
Equal pay* is a direct comparison of the pay of men and women doing the same or equivalent work. Ensuring you have an equal-pay plan will help employees feel valued and know they are being paid fairly for their work.

The majority of companies on the list have an equal pay plan, with close to half reporting that they have achieved equal pay.

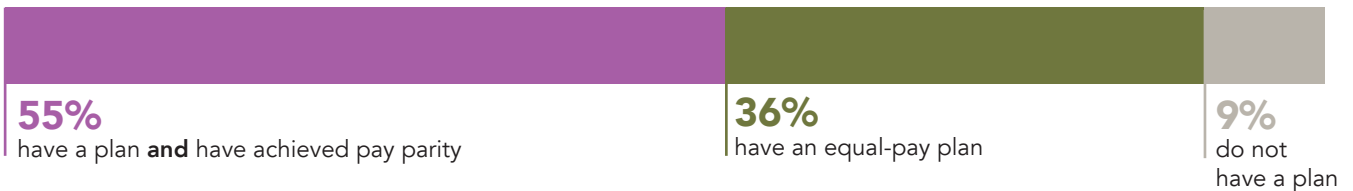
Small companies were the most likely to report achieving equal pay--and 100% of small companies had a plan, proving that companies of all sizes can make progress for equal pay.

Companies that have an equal-pay plan to analyze and correct pay gaps

ALL COMPANIES



LARGE COMPANIES



MEDIUM COMPANIES



SMALL COMPANIES



*Equal pay is one of many factors in closing the gender pay gap. The types of jobs men and women hold in companies is the biggest driver of the overall gender pay gap.

TRAINING & EXECUTIVE PREPAREDNESS

Mentorship and sponsorship are two different types of programs that prepare women for executive roles. Mentors and sponsors help guide and develop a career, ensuring that women have equal access to both sponsors and mentors is an important way to help ensure women are trained and ready for executive roles in the future.

While sponsorship programs are rare, they are extremely beneficial for women and people of color.

A **mentor** is an experienced, more senior manager who is assigned to act as an advisor or counselor to guide a more junior employee. A mentor provides support, advice, and feedback on how the employee is navigating the company and their career.

A **sponsor** is a senior leader who advocates for high-potential employees during performance reviews and weighs in to advocate for stretch assignments, bonuses, and promotions.

Your company has a formal mentor program that women participate in.

ALL COMPANIES



LARGE COMPANIES



MEDIUM COMPANIES



SMALL COMPANIES



Your company has a formal sponsorship program that women participate in.

ALL COMPANIES



LARGE COMPANIES



MEDIUM COMPANIES



SMALL COMPANIES



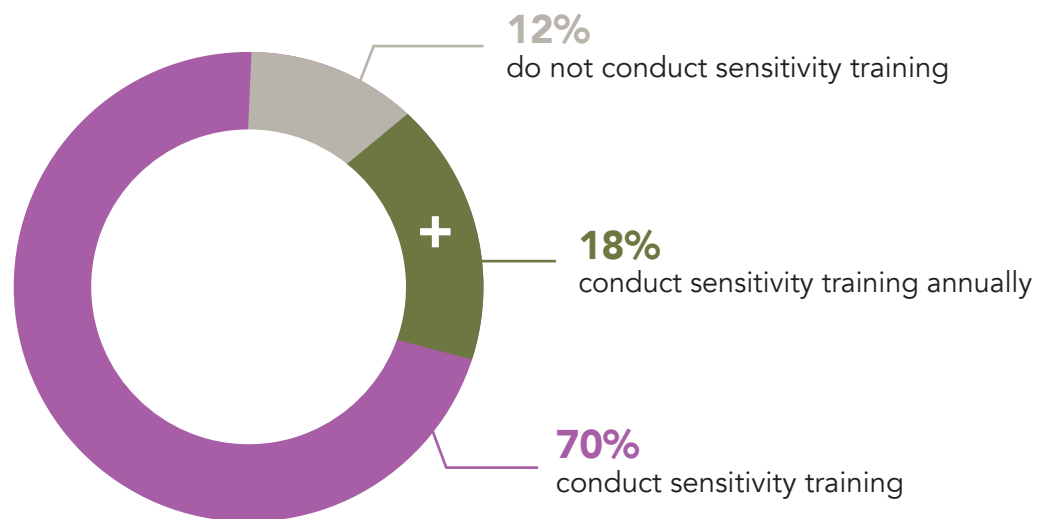
TRAINING & EXECUTIVE PREPAREDNESS



Sensitivity training can focus on any number of issues, but the important thing is that companies include it. This type of training indicates to employees that your company cares about inclusion, diversity, and respecting everyone, helping to create a company culture that attracts the best talent.

ALL COMPANIES

Companies that conduct sensitivity training for employees to encourage tolerance and acceptance in the workplace



GET ON THE LIST

Don't miss out on the list for 2021.

[Click here](#) to be notified of when the application for the list of Best Companies for Women to Advance 2021 is open.



This report was produced by Parity.org. For questions or more information, please contact Lauren@Parity.org.