



TRENDS & TOP NEWS

1 State Street Global Advisors pressuring companies to add more women to their boards

State Street Global Advisors, a nearly \$2.5 trillion investor and unit within State Street Corp., installed a bronze statue of a fearless girl in front of Wall Street's charging bull statue as part of its new campaign to increase the number of women on boards. The money manager wants every company it's targeting to have at least one female board member and take steps toward fixing its gender gap. [READ MORE](#)

Photo Credit: Mark Lennihan / Associated Press

2 Intel announces 100% pay equality

Intel announced that it has achieved 100% pay equality for both women and underrepresented minorities, according to the chipmaker's 2016 diversity and inclusion report. While Intel is not the first company to make such an announcement, it is a notable achievement for the California tech giant. [READ MORE](#)

3 Iceland to be the first country to require equal pay

Iceland is working on a law that would require companies to show they pay men and women the same salary for the same work ("equal pay for work of equal value") starting in 2020. Companies would need to undergo certification every 3 years to ensure their pay policies follow the rules. [READ MORE](#)

4 Early results on gender-blind parental leave at Etsy

In April 2016 Etsy expanded paid parental leave benefits to 26 weeks for all employees worldwide, regardless of gender. Nine months later, 48 employees have taken leave (50% women and 50% men) and of those who have taken new parental leave, 35% have been promoted since April, with 41% of those promoted advancing to director level or above. More information on how these numbers differ from average promotion rates would further contextualize the progressive policy's true impact; and how workers are supported to reintegrate is key. [READ MORE](#)

5 Patagonia's on-site childcare is a win for everyone

Patagonia offers on-site childcare to its employees at company headquarters in Venture, CA, and conservatively estimates that it recoups 91% of the annual \$1 million childcare budget through federal tax credits, employee retention and productivity. Other intangible benefits of on-site childcare include improved morale, higher loyalty and a greater number of women in upper-level leadership positions. [READ MORE](#)

6 Seven tech companies are joining efforts to recruit caregivers who left the workplace

Seven tech companies are joining a growing effort to get caregivers who've left the workplace back into the full-time labor force. Companies like Quantcast and Cloudera are hiring for "returnships", which are 16-week positions for mid-career professionals who want to get back to the workplace after taking time off for caregiving work. [READ MORE](#)

7 Melinda Gates discusses why and how to get women in tech now

In 1984, women comprised 37% of computer science majors, whereas today that number is just 18%. Among a variety of topics focused on recruiting and retaining women in tech, Gates discusses the importance of paid family leave: "The reason it's got to be paid family leave, not maternal leave, is that if a man will take time off, then they'll help with the kids all the way through raising a child... So there has to be some changes in the work-life balance with companies too." She emphasizes the business value of diverse teams: "[Companies] know their products will be better if they have women on those teams...They also are learning that those women, if they're the only women on the team, will report not feeling great about their work." [READ MORE](#)

FEATURED RESEARCH & SOLUTIONS

INSIGHTS FOR CURIOUS MINDS

ICRW Featured Research: Shaping Futures: Planning Ahead for Girls' Empowerment & Employability (PAGE)

The PAGE program was designed to empower adolescent girls and build their job skills in schools located in low-income communities in New Delhi, India. ICRW found that girls exposed to the program had higher self-efficacy, which along with a belief in gender equality, allows girls to challenge and negotiate their realities toward better outcomes for the future. More ICRW findings and the full report [HERE](#)

ICRW Report: Toward a More Feminist United Nations

This report describes concrete steps that can be taken to promote women's rights and ensure greater gender equality at the United Nations both in its internal operations and in fulfilling its mission to promote human rights, peace and sustainable development globally. Recommendations are directed at six levels where reform is urgently needed including, for example, financing for gender equality. [READ MORE](#)

Co-authored by ICRW Advisors Program Manager, Genevieve Smith: Adapting business culture & practice to be a driver for gender equality and women's economic empowerment

A brief from the UN Secretary-General's High-Level Panel on Women's Economic Empowerment highlights why gender equality is good for business and proven promising actions businesses can take to advance women's economic empowerment and gender equality. These actions include, for example: improving pay, conditions and prospects for employees; and designing and offering products that meet women's needs and can reduce the unpaid work and care burden women face. [READ MORE](#)

How to accelerate gender diversity on boards

McKinsey research highlights best practices to increase gender diversity on boards: (1) change your mindset, (2) expand your criteria, and (3) maintain an active pipeline. [READ MORE](#)

To address gender bias at your company, start with teams

This HBR article argues that diversity efforts require organizations to address social patterns that stifle women's careers, not just the symptoms that result from them, by doing the following: (1) focus on local practices, (2) keep communication open, and (3) examine your own assumptions. [READ MORE](#)

Putting gender-smart commitments into practice in the workplace: Learning from SheWorks

The culmination of the 13 members' SheWorks private sector partnership has resulted in a report consolidating the 13 members' learnings and best practices around recruitment, retention and promotion of female employees to help companies identify and implement gender-smart policies. [READ MORE](#)

CORPORATE CIRCLE MEMBER SPOTLIGHT

WELLS FARGO

What you should know about the pay gap: The Girl With the Draggin' W-2

Differences in industry and occupation account for half of the gender pay gap, while work experience and unexplained factors (e.g., unconscious bias) also play important roles. The Wells Fargo Economics Group breaks down the gender pay gap and the business and economic implications of closing it.

[READ MORE](#)

DID YOU KNOW?

A 2015 McKinsey report on 366 public companies found that those in top quartile for gender diversity on management teams and boards are 15% more likely to have financial returns above their national industry medians.

[READ MORE](#)

UPCOMING ICRW EVENTS

Spring 2017 ICRW Corporate Circle Summit featuring Lareina Yee, Senior Partner at McKinsey & Company

Topic: Women In The Workplace

Lareina Yee will share insights from McKinsey's "The Power of Parity" report through her lens as the company's lead on gender parity research, her work on client solutions and through McKinsey's collaboration with Sheryl Sandberg and Lean In. This Spring Summit will provide Corporate Circle members with an opportunity to engage with a senior partner from one of the world's leading thought leadership firms on trends and actionable strategies for diversity and inclusion, talent management and CSR.

May 10, 2017

Goldman Sachs – New York City, NY

Send Inquiries and RSVPs to: corporatecircle@icrwadvisors.org

Thank You ICRW Corporate Circle Members for Participating in ICRW Events

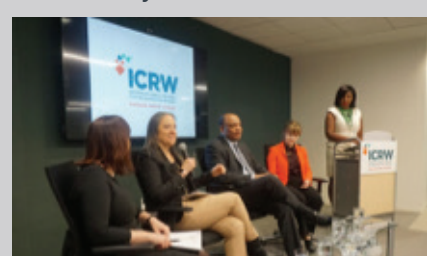
March 15, 2017, New York, NY – United Nations 61st Commission on the Status of Women – The Secretary General's First 100 Days: Toward a More Feminist United Nations

ICRW Corporate Circle members Megan Hogan (co-chair of the ICRW Corporate Circle) and Jaymelee Dorley of Goldman Sachs attended this special event featuring actress Ashley Judd, a member of the ICRW Leadership Council.



March 9, 2017, Washington, DC – From Public to Private: Economic Empowerment for Women Across Sectors

ICRW Corporate Circle member, Trevor Gandy of the Chubb Group, presented on effective approaches to mainstreaming gender in business strategies and in emerging financial products that position women as key consumers.



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