



The Athena Effect

October 29, 2019 | #TheAthenaEffect

Let's Fix the "Broken Rung" on the Corporate Ladder

A new report identifies "the first rung" of the corporate ladder as the area women lose the most ground during their leadership journey. This Annual Women in the Workplace [report](#) from LeanIn.Org and McKinsey & Company, highlights the biggest obstacles facing women early in their career path.

The study found as women begin to rise to corporate leadership, they continue to be underrepresented at every level. Missing that initial promotion to manager means that despite experiencing improvement in hiring and promotion rates, women can never catch up.

This study is based on data from 329 companies employing over 13 million people. It found that if companies fixed this broken rung dilemma, corporate America could add one million more women to management over the next 5 years.

ADDITIONAL KEY FINDINGS:

About 1 in 5 women say they are often an "only" in their company and this designation is twice as likely for senior-level women and women in technical roles. Women who are "onlys" are more likely to experience microaggressions than men and women who have other women on their teams. Moreover, they are nearly twice as likely to have been sexually harassed in their career.

Sexual harassment remains far too common. Two in five women surveyed have experienced some form of sexual harassment over the course of their career. Women in technical roles, and women in leadership roles, lesbian women, bisexual women, are more likely to be sexually harassed.

There are steps companies can take to improve hiring and promotions. Interviews and survey results highlight critical

WHAT'S NEXT?

Registration is now open for these upcoming leadership development opportunities

[CLICK HERE](#)

to learn more and register.

OCTOBER 30

TSIG PRESENTS

Robotics: The Home Team Advantage

OCTOBER 30

CEO Forum

BY INVITATION

[EMAIL](#) for more information

NOVEMBER 5

COHORT II

Athena On Boards

WHAT WE'RE READING

WOMEN, EQUALITY & DIVERSITY IN THE HEADLINES

L'OREAL & HEISING-SIMONS
STUDY: Staying Power for Women in STEM Improved by Mentorship, Female Leadership

FORBES

3 Ways Your STEM Organization Can Have More Women Leaders

NBC NEWS

practices: setting diversity targets; assembling a diverse slate of qualified candidates for vacancies; requiring unconscious bias training for evaluators; and establishing clear and specific criteria before review processes begin.

Sponsorship can open doors—and employees need more of it. Fewer than half of the employees at the manager level or higher serve as sponsors, and only one in three employees says they have a sponsor—and this is equally true for women and men. While there is room for improvement, sponsorship is trending in the right direction—just a year ago, a quarter of employees reported having a sponsor.

To access the Women in the Workplace 2019 report visit: womenintheworkplace.com. Companies can download the report and sign up to participate in this ongoing research.

5 Ways to Close the Gender Gap for Women in STEM

WALL STREET JOURNAL
Inside Eli Lilly's Successful Strategy to Promote More Women

TIME
Melinda Gates: Here's Why I'm Committing \$1 Billion to Promote Gender Equality

BE SURE TO FOLLOW US ON [TWITTER](#) WHERE WE SHARE GREAT READS EVERY DAY

ATHENA ON BOARDS COMMITTEE
PRESENTS

ATHENA ON BOARDS FALL SERIES: COHORT II

**November 5 | 4:00-7:00
Empowered by Cooley**

REGISTER

As the voice of women in STEM, Athena offers a deep bench of executive women ready to help companies modernize their boardroom. On October 8, Athena's On Boards Cohort of 30 executives completed their board readiness course and is primed for board placement in companies and non-profits. AOB's Fall Series is launching its second cohort on November 5 that features three essential elements: 1) prepares board candidates by helping design their board placement strategies, 2) assigns participants within intimate mentoring teams for accountability and execution among our bench of industry experts and recruiters, and 3) designs and promotes customized corporate profiles of these board-ready candidates. Register today to take your board search to the next level and extend your network throughout Athena's STEM community.

[MEET ATHENA ON BOARDS COHORT 1](#)

ATHENA SPONSOR SPOTLIGHT



Get to know the companies that actively support women in STEM and Athena's mission to widen the bridge to advance 1 million women leading in STEM by 2030.

TECHNOLOGY SPECIAL INTEREST GROUP (TSIG)
IN PARTNERSHIP WITH THE SOCIETY OF WOMEN ENGINEERS PRESENTS

Robotics: The Home Team Advantage

October 30 | 5:30-8:00 | Empowered by Sony

On October 30, technologists and robotics enthusiasts will descend on Sony campus to learn how this \$12 billion global market is projected to grow threefold, in part, thanks to five San Diego-based companies innovating in this sector.

Discover how these tech pioneers navigate the opportunities and challenges in creating robotics technologies that advance basic science and industrial/medical innovations.

This dynamic panel is moderated by [Cheryl Goodman](#), Sony's Head of Corporate Communications, and features:

How Are You Powering Your Leadership Journey?

Join Athena's STEM community of diversity champions and gain access to leadership development, networking, mentors and advocacy opportunities that are transforming scientists and technologists into corporate leaders.

CONNECT | TRANSFORM | LEAD
JOIN ATHENA

- [Hansol Hong](#), CEO, Robolink
- [Navjot Kaur](#), Software Product Manager, Biosero
- [Michiko Araki](#), VP, New Business and Corporate Marketing, Sony
- [Chad Sweet](#), CEO, Modal AI
- [Alisha Wilson](#), Lead Firmware Engineer, Brain Corp

Don't miss this final blockbuster Technology SIG event for 2019 with live robotics demos!

Wednesday, October 30 | 5:30 - 8:00 pm
Sony | 16535 Via Esprillo, San Diego
\$35 Members; \$55 Non-Members

Sponsored Members complimentary with discount code

REGISTER

HUMAN CAPITAL WORKSHOP SERIES

IS YOUR PAY EQUAL? Your Employees (and Their Lawyers) May Not Agree

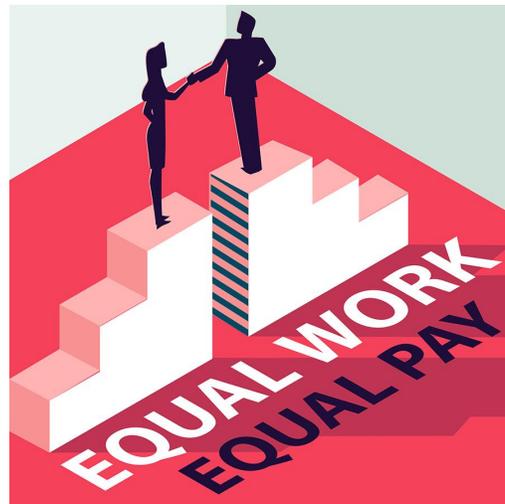
NOVEMBER 14 | 5:30 - 7:30pm | POWERED BY WILSON TURNER KOSMO

Join us November 14 as human resources and diversity & inclusion professionals focus on new pay parity laws and litigation trends, as well as emerging theories on equal pay. We will also touch on best practices for conducting an equal pay audit, including how to assess whether women are paid less than men in "substantially similar positions." **Space for this workshop is limited, REGISTER early to secure your spot.**

November 14 | 5:30-7:30pm
Synthetic Genomics

11149 N Torrey Pines Rd, La Jolla, CA 92037
\$35 Members; \$55 Non-Members

Sponsored Members complimentary with discount code



Athena is #CelebratingYou

Did you earn a promotion? Did your startup company receive a funding round? Did you land a new job or appointment to a board? Did your CEO sign the [UN Global Compact](#)? Did you write a book or start a company? Are you serving on an industry panel or honored with an award? [CLICK HERE](#) to drop us an email so we can share your success on social media. We want to celebrate you and share in your leadership journey

IN CASE YOU MISSED IT

EASY ACCESS TO MONTHLY FEATURES AND OUR MOST POPULAR MEMBER BENEFITS

[BluePrint for Success](#) | Dr. Sheila Gujrathi, Gossamer Bio



[EmpowerMinute](#) | Dr. Sheila Gujrathi, Gossamer Bio

[Athenaeum](#) | **NEW CONTENT!** Video archives of Athena events

[Upcoming Programs and Events](#)

We want to hear from you info@athenasd.org. We invite you to share The Athena Effect reporting and newsletters, and encourage others to **SUBSCRIBE!**

The Athena Effect is created by [Research Group of Companies](#).

