



DiscoverOrg

2016 DiscoverOrg Gender Diversity Report: A Deep Dive Into the Composition of Fortune 1000 Executive Teams



As the glass ceiling begins to break in the U.S. political arena, the financial proof points have never been stronger for seeking gender diversity in the corporate boardroom as well.

At DiscoverOrg, we recently expanded our leading sales & marketing intelligence database to include every member of the executive team - anyone that reports to the CEO or is included as a management team member on the company's website - at all Fortune 1000 (F1000) companies in the United States.

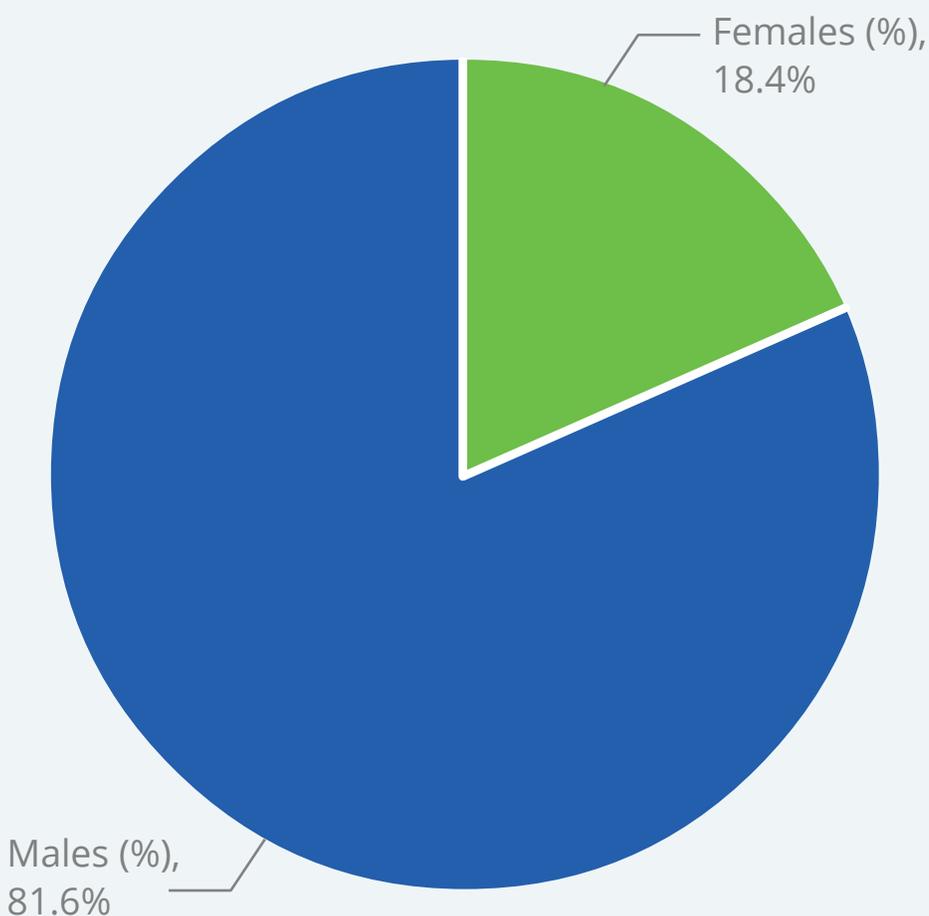
The depth of this executive team data enables us to analyze gender diversity statistics across a variety of attributes, including role, industry, and company size, and the results highlight the extent to which significant opportunities still exist for America's largest corporate boardrooms to achieve true gender diversity.

F1000 Gender Diversity: Overall

Of the 9,976 executives at F1000 companies, only 1,835 are women.

CXO Gender Distribution, F1000 Executive Teams

Overall



A [2015 Credit Suisse report](#) noted that “where there is one female in the boardroom, companies have seen an average ROE of 14.1 percent (sector adjusted) since 2005 compared to 11.2 percent for all male boards.”



A [2015 McKinsey study](#) found that companies in the top quartile for gender diversity are 15 percent more likely to have financial returns above their respective national industry medians.

F1000 Gender Diversity: By Role

Of the 12 most common CXO roles, women represent more than 50% of the hires in only ONE function: Human Resources. Marketing is the next most gender-diverse function, with an almost equal split of men and women.

Most telling, however, is that women make up less than 10% of the four most senior-level roles at a typical F1000 company - Chairman of the Board, CEO, COO, and CFO.

Title	Female	Male
Chairman of the Board	6.7%	93.3%
Chief Executive Officer	6.9%	93.1%
Chief Operating Officer	7.2%	92.8%
Chief Financial Officer	8.8%	91.2%
Chief Revenue Officer	12.5%	87.5%
Chief Technology Officer	12.9%	87.1%
Chief Strategy Officer	20.0%	80.0%
Chief Information Officer	20.7%	79.3%
Chief Legal Officer	31.9%	68.1%
Chief Compliance Officer	36.4%	63.6%
Chief Marketing Officer	48.0%	52.0%
Chief Human Resources Officer	62.2%	37.8%

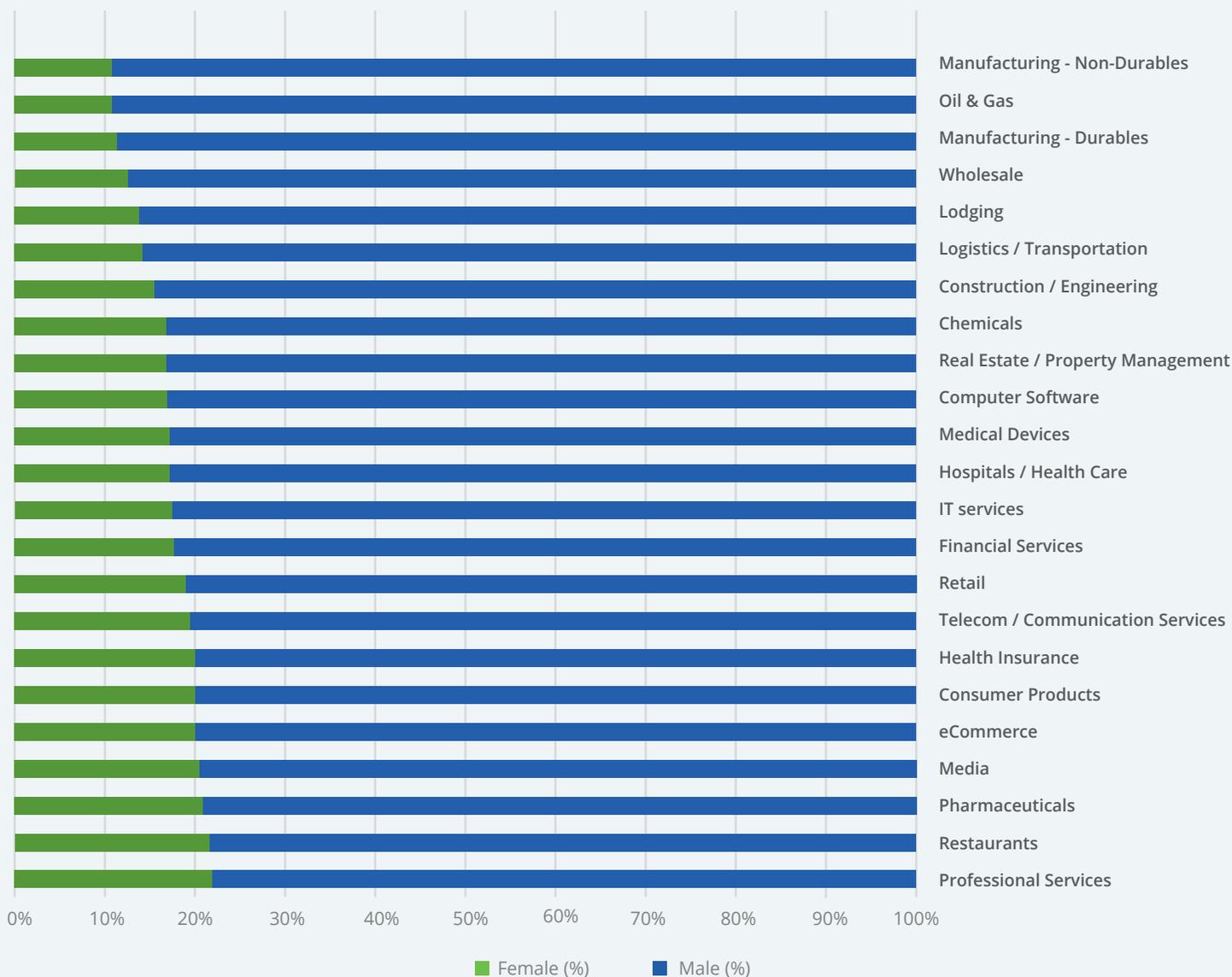
F1000 Gender Diversity: By Industry

Of the industries represented by at least 10 companies on the F1000 list, Manufacturing and Oil & Gas companies demonstrate the lowest percentage of gender diversity, while Pharmaceuticals, Restaurants, and Professional Services demonstrate the highest percentage.

However, even at the top end, women make up only 22% of the executive roles at Professional Services companies.

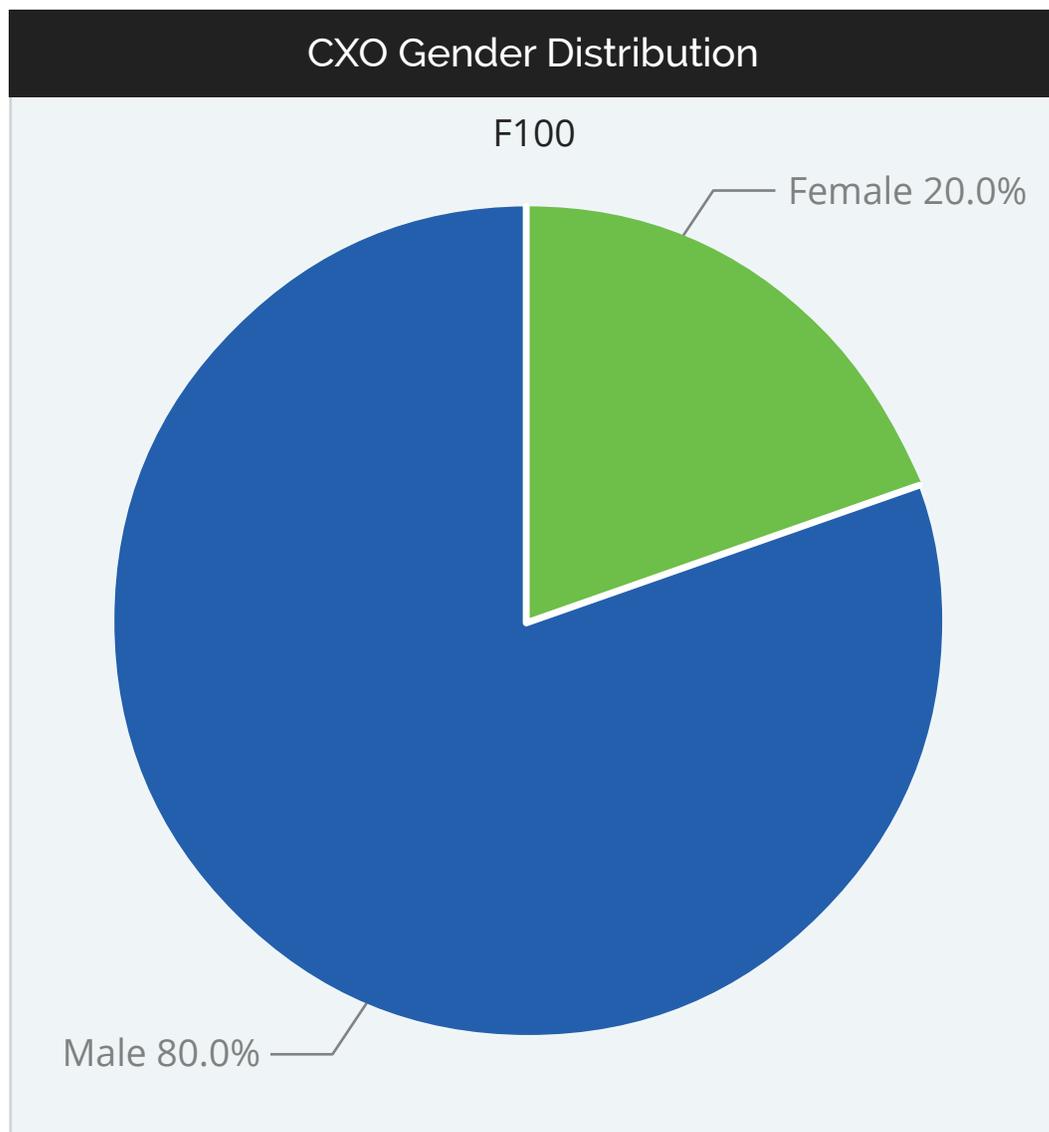
CXO Gender Distribution, F1000

Industry



F1000 Gender Diversity: By Size

When we categorize the F1000 list into 3 segments, F100, F500, and F1000, we discover that the F100 list is slightly more diverse than the larger list, with 20% of its executive teams comprised of women. F500 and F1000 lists look similar - with 18% female representation.



While the difference is not overwhelming, this statistic could be indicative of the fact that F100 companies invest in diversity programs more often than other companies; in fact, they employ a “Chief Diversity Officer” 2x as often as F500 companies and 4x as often as other F1000 companies.

About the Author



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Katie is responsible for leading the global marketing and growth functions at DiscoverOrg. She brings 15 years of marketing, product, and strategy experience in global, high-growth technology businesses to her role at DiscoverOrg. Prior to joining DiscoverOrg, Katie served in executive leadership roles at Mitratch, Accruent, and Hoover’s. She has a bachelor’s and master’s degree from the University of Virginia.