

WELCONNECTED

WOMEN EXECUTIVE LEADERSHIP | QUARTERLY NEWSLETTER

1st QUARTER
2024

"I learned to always take on things I'd never done before. Growth and comfort do not coexist."

- Ginni Rometty (Former Chairman and CEO, IBM)



MISSION: Women Executive Leadership promotes and enables increasing gender diversity on corporate boards and in the executive suite through *advocating*, *educating*, and *connecting* accomplished leaders.

FROM OUR PRESIDENT

-Katherine Young, WEL Board President



WEL's calling is Empowering Women for Executive and Board Leadership, and our Mission is fulfilled through advocating, educating, and connecting accomplished leaders. WEL Florida recently hosted our Signature Event - An Evening with the Legends - to honor 3 amazing and inspirational legends - Betsy Atkins, Lisa Lutloff-Perlo and Ann Lief.

We have joined the collaborative initiative - Florida Women on Boards (FWOB) to work collaboratively to promote the inclusion of women on corporate boards in Florida and to monitor the status of women on these boards. Each Quarter FWOB identifies 8-10 Companies on the FL Russell 3000 to approach to have discussions on how we can assist in increasing gender diversity on their boards.

To date we've seen success for 6 Florida public companies that have

increased gender diversity on their board and several that are approaching 30% board diversity. WEL's Advocacy committee is collaborating with FWOB and also has identified several companies in FL to approach and has a robust plan in 2024! We'll be sure to keep you apprised of our progress!

Looking forward, we have powerful events in store for our membership, including a March 22nd virtual panel discussion on Corporate Board Priorities.

QUARTERLY STATUS ON GENDER DIVERSITY IN THE BOARDROOM

Q4 2023 KEY FINDINGS

THE GOOD: **39%** OF THE 404 NEW DIRECTOR APPOINTMENTS WERE WOMEN.

THE NOT SO GOOD: **43%** OF RUSSELL 3000 COMPANIES STILL HAVE TWO OR FEWER WOMEN ON BOARDS.

Using the data provided by Equilar, as of December 31, 2023, key findings reveal **women now hold 29.4% of board seats in the U.S., marking only a 0.2% increase from the previous quarter.** On a positive note, **39% of the 404 new director appointments were women**, reflecting progress similar to the first quarter in 2023, and significantly higher than Q2 and Q3 when the percentage of women appointed to boards was 38% and 37% respectively. The Utilities sector leads with 33.6% women on boards, and California leads with 33.9%. **While 57.3% of companies boast gender-balanced boards or three or more women, 42.6% of Russell 3000 companies still have two or fewer women on boards.** Women of color hold 7.7% of board seats, while men of color hold 11.5%, resulting in an increase from 18.1% to 19.2%. **Achieving our goal of 50% women and 20% women of color on public company boards requires continued efforts to ensure equitable inclusion, particularly concerning race and ethnicity.**

SOURCE: 5050 WOB Q3 2023 REPORT | DATA PROVIDED BY EQUILAR

EVENT SPOTLIGHT

RAVE REVIEWS!
Successful January 25th Event!

“AN EVENING WITH THE LEGENDS”



WEL Florida recently hosted our SIGNATURE EVENT - AN EVENING WITH THE LEGENDS - to honor 3 amazing and inspirational legends - Betsy Atkins, Lisa Lutoff-Perlo and Ann Lief. Coco Brown, Founder and CEO of the Athena Alliance moderated the panel discussion, arguably a true legend of her own! Coco not only guided the conversation with expertise but also helped make the evening an empowering one for all in attendance.

The event was attended by over 90 guests and WEL members. As Lisa Lutoff-Perlo stated so well "This wasn't just an event; it was a celebration of legacy, an homage to the spirit of mentorship, and a call to action for future leaders. It was an Evening with the Legends, but it also celebrated embarking on new chapters, inspired by the insight and accomplishments on that stage." Thank you Coco, Betsy, Lisa and Ann for your leadership and inspiration!

Check out the pictures [HERE!](#)

Powerful Upcoming Events and Programs



**SAVE THE DATE FOR OUR EXPERT
PANEL DISCUSSION!**

**2024 Corporate Board Priorities:
Pivotal Issues for Corporate Boards**

Featuring Cigdem Oktem – Central
Region Leader- Center for Board Matters-
Ernst & Young LLP and Central Region
Leader-Center for Board Matters

**3/22/2024
12PM - 1:30PM ET
Virtual Event**

SAVE THE DATE



PRESENTED BY ATHENA ALLIANCE:
AI Playbook for the Boardroom

Featuring Experts: Meghan Anzelc,
Joyce Li, Heidi Lorenzen, Andrea
Bonime-Blanc

02/27/2024
3PM - 4PM ET
Virtual Event

**REGISTER
NOW**



PRESENTED BY ATHENA ALLIANCE:
CEO Perspective with Shelley Zalis

Featuring Shelley Zalis, Founder and
CEO of The Female Quotient

03/28/2024
10:30AM - 11:30AM ET
Virtual Event

**REGISTER
NOW**



PRESENTED BY FLORIDA WOMEN
ON BOARDS:
Boards: Beyond the Russell 3000 with
Coco Brown

Featuring Coco Brown, CEO and
Founder of Athena Alliance

03/28/2024
11:45AM - 1:30PM ET
Virtual Event

**REGISTER
NOW**

MEMBERS ONLY EVENT:
The Empowering Power of
Healthy Lifestyle



Featuring Christine Arnholt,
NBC-HWC, FMCHC

04/18/2024
12PM - 1:15PM ET
Virtual Event

SAVE THE DATE

BRILLIANT WINS FOR DIAMOND MEMBERS

Invaluable opportunities are available for igniting valuable and meaningful connections through the WEL and Athena Alliance community.

Christine Cannella, shares her experience related to these connections:



"I value the Private Meetups that bring WEL Diamond and Athena members together. These meetups have not only created new connections but also expanded my circle of influential women, opening doors to exciting collaborations. Athena's Virtual Programs, known as Salons, provide great insight. The Pathway Salons, in particular, offer beneficial guidance for those exploring new opportunities, supported by this uniquely powerful community of women."

-Christine Cannella, Founding WEL
Diamond Member & WEL Board
Member

Diamond Members' Brilliant Advantage Includes Athena Alliance! WEL Diamond Members have access to Board Opportunities with Athena Alliance. In the last 3 months alone, 14 Athena Alliance members were placed on boards. If you are interested in board work and exploring the unique Diamond Member Benefits including Athena Alliance access, visit: <https://wel-florida.org/membership> or email: Membership@WELFlorida.org

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Changed email address or having problems logging in? Email our amazing Administrator, Karen Williams: Admin@WELFlorida.org.

Update Your Membership Profile at WELFlorida.org.

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