

The UC Davis Graduate School of Management has found very incremental gains during the 11 years it has tracked the representation of women in these key decision-making roles. The percentage of women in these key corporate leadership positions has inched up from 9.6 percent in 2010 to 12.3 percent in 2015, which represents 623 women in the 5,083 highest-paid executive and board positions at the 400 firms this year. Source: Karen Nikos-Rose, UC Davis November 17, 2015

UC Davis Study of Women Leaders in 400 Largest California Public Companies Representing \$5 Trillion in Stock Market Value More women than ever before are now chief executive officers



The number of female CEOs rose from 14 to 17, a 21 percent

increase over last year, and a 55 percent increase since 2006.

at the Golden State's largest 400 public companies...



Among the 400 public companies, the top 25 firms identified in the study — those with the highest percentage of female executives and board members — have a median return on assets and return on equity that are at least 74 percent higher than for the 400 public companies in the study...

Spark Capital

368 Clementina St

San Francisco, CA

94103

415.593.9000

Women 2.0 San Francisco, CA

women2.com

**Forerunner** 

Ventures

forerunner



...and these 17 female CEOs still represent only 4.3 percent of the 400 CEO positions.



Version 2.0 Communications Boston

New York

San Francisco

617.426.2222

**UCSF Women's Health Resource** 

Center

2356 Sutter St. 1st Fl

San Francisco, CA

94143

415.353.2668

Watermark

**W.O.M.A.N., Inc**.

26 Boardman Place

San Francisco, CA

counts half of the Fortune Global 2000 companies as clients. Source: Karen Nikos-Rose, **UC Davis November 17**, 2015 According to a Fortune Magazine analysis in February 2014, just 4 percent of senior partners at venture capital firms are women; and only

12 percent of women, based on a study led by The National Venture Capital Association, are generally employed in the tech business.

**Aspect** 

**Ventures** 

560 Brannan Street

San Francisco, CA

94107

aspectventures.com

Source: Anna Volpicelli, 7X7 August 1, 2014





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**Invent Your Future Enterprises** P.O. Box 1206 San Carlos, CA 94070

650.592.<u>922</u>7

San Francisco, CA events.com

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The Women's

**San Francisco** Resources for Women

in Business San Francisco

Commission and Department on the Status of Women San Francisco, CA 94102 415.252.2570

SoftTech VC 560 2nd St. 3rd Fl San Francisco, CA 94107 softtechvc.com

#111 doubleunion.org

**Double Union** 

1250 Missouri St.

have equal numbers of women and men in top executive positions and board seats. Source: Karen Nikos-Rose, UC Davis November 17, 2015 Additional Links

Upscale kitchen and cookware retailer Williams-Sonoma of San Francisco and real estate trust LTC Properties of Westlake Village

2015: Largest Bay Area Women-Owned Businesses http://www.bizjournals.com/sanfrancisco/subsoriber-only/2015/09/25/women-owned-businesses.html

Meet The Bay Area's Top Female Venture Capitalists

10 Entrepreneurs Who Can't Be Overshadowed By Men — Even In Silicon Valley http://www.inc.com/rebecca-borison/inc5000-women-san-francisco.html

**Bay Area's 50 Highest-Paid Women Executives** http://www.bizjournals.com/sanfrancisco/morning\_call/2015/05/bay-areas-50-highest-paid-women-female-executives.html

21 Most Powerful Women In Bay Area Tech http://blog.sfgate.com/techchron/2014/05/28/20-most-powerful-women-in-bay-area-tech/ 50 Women In Tech Dominating Silicon Valley

http://tech.co/women-in-tech-silicon-valley-2015-02

Meet The Bay Area Women On Forbes Magazine's 'World's 100 Most Powerful Women' List http://sanfrancisco.cbslocal.com/top-lists/meet-the-bay-area-women-on-forbes-worlds-100-most-powerful-women-list-in-2015/

Women in New York and San Francisco earn 84% of what men



Source: New York Daily News, February 4, 2014 "Some are closing the wage gap, others are not..."

make, and that's the closest they get to closing the gender wage

gap, according to (2012) Census data.

Women



**Worked full-time, year-round in the past 12 months (dollars)** 

According to data from the hiring platform Woo, Bay Area women in tech working as engineers, designers, developers and in other technical roles expect (to earn) 14 percent less than men on average. And there's evidence those expectations have a compounding effect over time, with the company estimating that those women wind up with 20 percent less over time.

Source: Annie Gaus, San Francisco Business Time, July 21, 2016

