

# Women's History Month

At the Adecco Group, we are on a mission to make the future work for everyone. In celebration of Women's History Month, we are highlighting our colleagues' work, brand insights and collective partnerships that elevate women in the workplace and across the talent community. Through these female-focused workforce initiatives, we are committed to improving gender parity within our industry and the global workforce.

## Women in Leadership

Over the past 15 years, the global percentage of women in senior management has risen from 20% to almost 30%, with 87% of companies having at least one woman in senior management.

At the Adecco Group, 66% of our workforce is female, with women representing 25% of global leadership and 37% of the Board of Directors.

### Partnerships



Paradigm for Parity is a business coalition focused on eliminating the gender gap in corporate leadership. We have agreed to achieve gender parity in leadership levels by 2030.



The Women Business Collaborative is an alliance of business-women's organizations working together to achieve equal position, pay and power for all women in business.



C200 is a powerful community of the most successful women in business, representing companies with more than \$1.4 trillion in combined revenue and employing more than 2.5 million people.

### Insights



Six Adecco Group leaders were recognized on [SIA's 2020 Global Power 150 Women in Staffing](#).

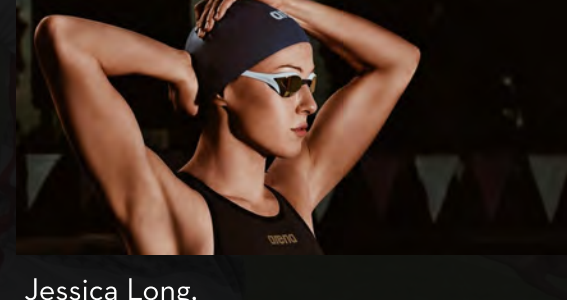


Insights from LHH C-Suite: [Reframing the Conversation for Women in Leadership](#)

## Women in Sports

Female athletes are leveling the playing field and participating in sports at record highs. For example, at the 1900 Paris Olympics – the first games open to female athletes—only 2% of Olympians were women. However, in the upcoming 2021 games in Tokyo, the International Olympic Committee estimates that 49% of participants will be women!

### Meet the Adecco Group's Sponsored Athletes!



Jessica Long,  
Paralympic Swimmer



Lea Davison,  
Olympic Cyclist, Mountain Biking

Learn more about our sponsored athletes [here](#).

In 2007, Lea co-founded [Little Bellas](#), a mountain bike mentoring organization that creates opportunities for girls to optimize their full potential through cycling. Today, with nearly 1,200 girls and 221 mentors, they are accomplishing their goal –more girls on bikes!

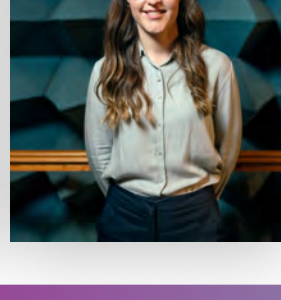
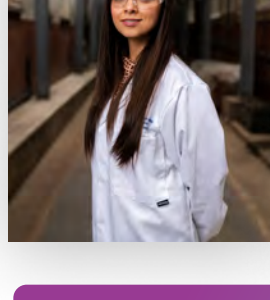


**"I am passionate about empowering the next generation of females through the bike."**  
**Lea Davison**

### Insights

From the boxing ring to the Adecco office, [click here](#) to meet one of our certified Athlete Career Coaches!

## Women in STEM



Throughout the twentieth century, women have fought for their place in STEM fields, yet today females only account for 28% of the workforce. The Adecco Group is committed to changing the future and closing the gender gap in STEM.

### Insights



In February 2021, the Adecco Group celebrated International Day of Women and Girls in Science by [interviewing three female Data Scientists](#) on our global Digital team.



Learn insights from the C-suite in [this episode](#) of In Conversation With: Women in Tech.



In March 2020, General Assembly launched [CODE for Good](#), an enterprise training coalition that reskills existing non-tech women and underrepresented groups into software engineers to improve diversity in the field.

### Partnerships



The Adecco Group is proud to partner with Girls Who Code in order to close the gender gap in technology and the sciences.

## Women of Color

Women of color face unique discriminatory challenges within the world of work and in turn, it creates inequalities that make it difficult to earn a seat at the table. According to the 2020 McKinsey & Company Women in the Workplace report, white women accounted for 23% in SVP roles, while women of color only accounted for 5%. Barriers such as microaggression, equal opportunity, inherent biases and lack of general support contribute career advancement. Women are driving innovation and thriving more than ever before, and our mission is to provide opportunities for women of all demographics and backgrounds to advance in the workplace.



**"I do not allow race or gender to dictate or shape my aspirations, but it does not mean that I am not subject to the thoughts, actions and intentions of others that attempt to stop my progress because I am a woman of color. It is well known that women of color lack the same access to opportunities as their white counterparts. Instead of dwelling on the barriers that exist, I choose to invest in myself and create my own path. I focus on surrounding myself with mentors, leaders and trailblazers willing to support me and others like me as we continue to defy the odds, break down barriers and reinvent what it means to be a leader."**  
**Jalie Cohen, Group SVP HR Americas at the Adecco Group**

### Memberships

#### The National Coalition of 100 Black Women:

The Vision of the National Coalition of 100 Black Women, Inc. is to see Black women and girls live in a world where socio-economic inequity does not exist.

#### The National Urban League:

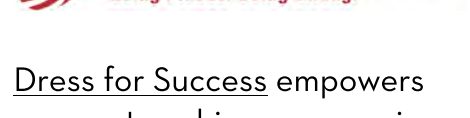
Enabling Black Americans and other underserved urban residents to secure economic self-reliance, parity, power and civil rights.

## Women Advocating for Women

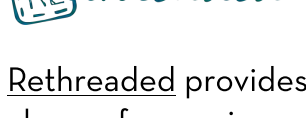


In 1792, Mary Wollstonecraft published *A Vindication of the Rights of Women*, one of the earliest works of advocacy for women's equal education and legal treatment. Since that time, countless other women around the globe have stood up for their fellow female, pushing the envelope for equality.

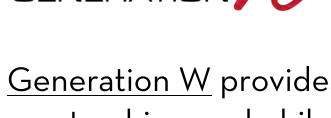
### Partnerships



Dress for Success empowers women to achieve economic independence through support with professional attire and skills to thrive in the workplace.



Rethreaded provides a second chance for survivors of human trafficking through reskilling in production, sales, marketing, and finance.



Generation W provides education, mentorships, and philanthropy for women in the workplace. 41 of our colleagues from across the country attended their 2020 conference.

[Visit our Diversity & Inclusion page to learn more.](#)