WOMEN IN PLANNING: LEADERSHIP & EMPOWERMENT

PRESENTED BY:
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JUNE 2, 2017
American Planning Association
Women and Planning Division

Making Great Communities Happen

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“When you’ve worked hard, and done well, and walked through that doorway of opportunity, you do not slam it shut behind you. You reach back, and you give folks the same chances that helped you succeed. Women are force multipliers, who spread opportunity.” ~ Michelle Obama
INTRODUCTION: KIM ALBANO

• Leadership & Development Consultant for Women
• Over a decade of experience in learning and leadership & development on Wall Street
• Women In Leadership
• Storytelling
• Women Empowerment
INTRODUCTION: MONICA TIBBITS-NUTT

- Executive Director of the 128 Business Council
- Regional Planning, Transportation Planning, Urban Design, and Sustainability
- MBTA Advisory Board
- Executive Director of TransitWorks
- Board of Directors – Massachusetts Department of Transportation (MassDOT)
- Fiscal Management and Control Board that oversees MBTA
- Executive Committee and Legislative Committee – Metropolitan Area Planning Council (MAPC)
WOMEN IN PLANNING: LEADERSHIP & EMPOWERMENT

Kim Albano
- Women In Leadership: The Facts
- Women In The Workplace
- Empowering Women to Achieve & Succeed
- Women Development
- Humanizing the workplace
- connecting through stories
- empowering women through confidence

Monica Tibbits-Nutt
- Background
- Intersectionality
- Massachusetts Department of Transportation Statistical Examples
- Massachusetts Bay Transportation Authority Statistical Examples
- Next Steps
WOMEN IN LEADERSHIP: THE FACTS

- Approximately 4% of women hold C-Suite & Board Level positions
- In 2015, 90% of CEOs were promoted or hired from line roles, and 100% of them were men.
- For every 100 women promoted, 130 men are promoted.
- Women of color are the most underrepresented group in the corporate pipeline - behind white men, men of color and white women.

Line roles are positions with profit-and-loss responsibility and/or a focus on core operations. Staff roles are positions in functions that support the organization like legal, human resources, and IT.
• 132 companies employing more than 4.6 million people shared their pipeline data and completed a survey of HR practices.

• In addition, 34,000 employees completed a survey designed to uncover their attitudes on gender, job satisfaction, ambition, and work-life issues.

LeanIn.org and McKinsey & Company
GENDER REPRESENTATION IN THE CORPORATE PIPELINE IN 2016

% OF EMPLOYEES BY LEVEL

<table>
<thead>
<tr>
<th>ENTRY LEVEL</th>
<th>MANAGER</th>
<th>SR. MANAGER/DIRECTOR</th>
<th>VP</th>
<th>SVP</th>
<th>C-SUITE</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEN</td>
<td>54%</td>
<td>63%</td>
<td>67%</td>
<td>71%</td>
<td>76%</td>
</tr>
<tr>
<td>WOMEN</td>
<td>46%</td>
<td>37%</td>
<td>33%</td>
<td>29%</td>
<td>24%</td>
</tr>
</tbody>
</table>

% OF WOMEN IN PIPELINE IN 2015

45% 37% 32% 27% 23% 17%

WOMEN IN THE WORKPLACE

RACE AND GENDER REPRESENTATION IN THE CORPORATE PIPELINE IN 2016

% OF EMPLOYEES BY LEVEL

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>WHITE MEN</th>
<th>MEN OF COLOR</th>
<th>WHITE WOMEN</th>
<th>WOMEN OF COLOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>VP</td>
<td>60%</td>
<td>13%</td>
<td>27%</td>
<td>8%</td>
</tr>
<tr>
<td>SVP</td>
<td>66%</td>
<td>11%</td>
<td>23%</td>
<td>6%</td>
</tr>
<tr>
<td>C-SUITE</td>
<td>71%</td>
<td>10%</td>
<td>10%</td>
<td>3%</td>
</tr>
<tr>
<td>MANAGER</td>
<td>45%</td>
<td>15%</td>
<td>29%</td>
<td>12%</td>
</tr>
<tr>
<td>SR. MANAGER/</td>
<td>52%</td>
<td>13%</td>
<td>27%</td>
<td>8%</td>
</tr>
<tr>
<td>DIRECTOR</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1 Total percent of women and men per level in race and gender pipeline may not sum to overall corporate pipeline totals, as the race pipeline only includes companies that were able to supply race data.

67% of women say they learned their most important leadership lessons from other women.

82% of professional working women feel that access to and networking with female leaders will help them advance in their career.

*KPMG Women’s Leadership Study*
The top training and development skills women indicate they need to move into leadership roles:

- Leadership Training
- Confidence Building
- Decision-Making
- Networking
- Critical Thinking

*KPMG Women’s Leadership Study*
Don’t be ashamed of your story. It will inspire others.

Unknown
Stories create transparency and foster the human factor in peer and colleague interactions.

There are many types of stories:

- Comedy
- Tragedy
- Rags to riches
- Rebirth
- Overcoming the monster
- The quest
- Voyage and return
Stories should:

- Connect
- Challenge
- Involve emotion
- Paint a picture
- Create feeling
- Use descriptive words
- Be raw

*More than eight in 10 women reported that having positive leadership role models helped them feel confident about what they could accomplish in life.

*KPMG Women’s Leadership Study
CRAFTING YOUR STORY TO CONNECT

- **Backstory**: where were you before this event/experience/etc. impacted you?

- **Inciting Incident**: the event/experience/etc. that changed everything was

- **Aspiration/Goal**: the resulting goal/aspiration as a result of this experience is…(overcome, defeat, etc.)

- **Conflict**: the challenges that this incident created and the resulting decision/choice I made was…

- **Resolution**: I learned that/I decided to/etc.
EMPOWERING WOMEN THROUGH CONFIDENCE

- Find an empowerment partner: complimentary strengths & skills
- Identify stretch assignments
- Share your story to inspire other women
- Amplification
- Shine theory

Mark Lenihan, AP
MY ORGANIZATION
Meet the guys charged with fixing the T

FMCB & MASSDOT
HOW I GOT HERE
INTERSECTIONALITY

Source: Eicher Motors, https://youtu.be/sSV5YH4dl_c
intersectionality

noun
the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
Statewide numbers from 2015 U.S. Census
Internal MassDOT numbers accurate as of 5/27/17
MA State (6,705,586)

- White: 72%
- African-American*: 8%
- Hispanic/Latino: 4%
- Asian: 6%
- Other†: 9%
- Not Specified: 4%

MassDOT (3570)

- White: 75%
- African-American*: 11%
- Hispanic/Latino: 5%
- Asian: 5%
- Other†: 4%
- Not Specified: 11%

*Census lists “Black or African-American.”
†American Indian, Alaska Native, Native Hawaiian, Pacific Islander.
Citywide numbers from 2015 U.S. Census
Internal MBTA numbers accurate as of 5/30/17
Boston (650,281)

- White: 46%
- Black*: 23%
- Hispanic/Latino: 15%
- Asian: 8%
- Other†: 7%
- Not Specified: 3%

MBTA (6166)

- White: 54%
- Black*: 34%
- Hispanic/Latino: 5%
- Asian: 3%
- Other†: 3%
- Not Specified: 3%

*Census lists “Black or African-American.”
†American Indian, Alaska Native, Native Hawaiian, Pacific Islander.
WHAT NOW?

Know the demographics of the population you’re serving.

Go beyond organization-wide totals.

Make this a constant conversation.
Connect with us!

www.planning.org/divisions/women

www.facebook.com/APAPWD

www.twitter.com/APApwd

www.linkedin.com/groups/5103501
QUESTIONS?

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