



DEBORAH CORN



KELLY MALLOZZI

BREAKING THE GLASS CEILING

GUEST: PAT MCGREW

GIRLS WHO PRINT

FIERCE FABULOUS

FRIDAYS

THE GLASS CEILING

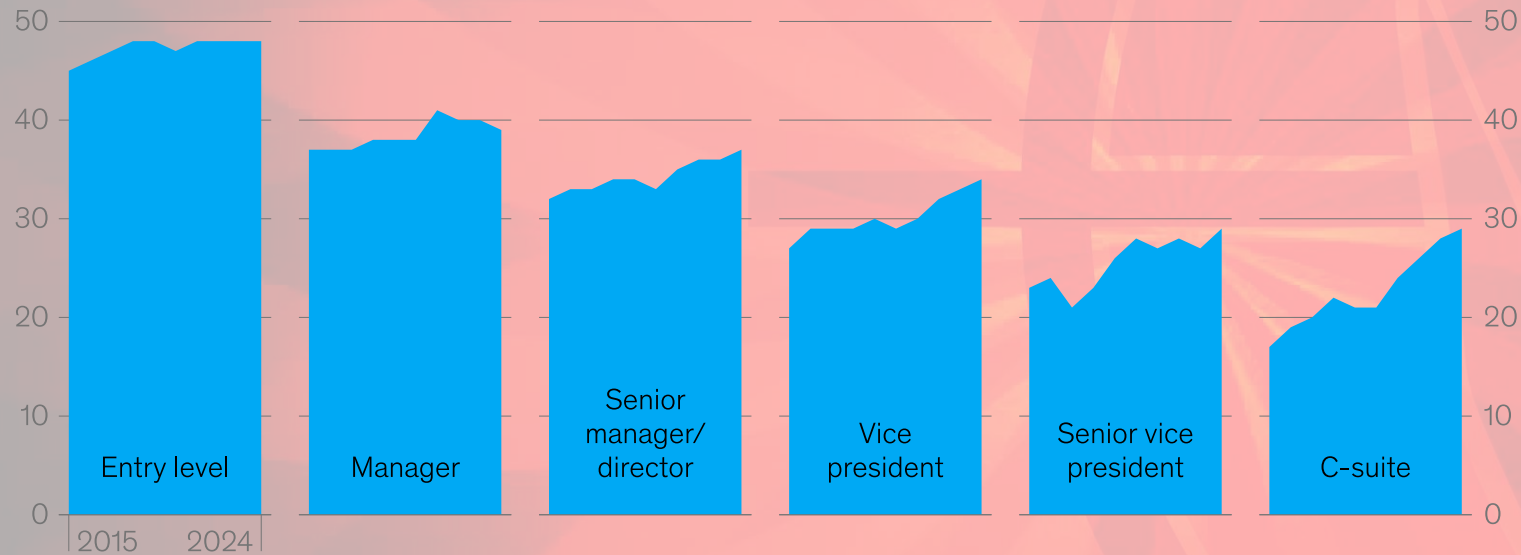
The **INVISIBLE BARRIER**

preventing women from
reaching top leadership
positions.

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We have seen meaningful, though modest, gains in women's corporate representation.

Women's representation in corporate roles, % of employees



Source: *Women in the Workplace 2024*, McKinsey & Company and LeanIn.Org

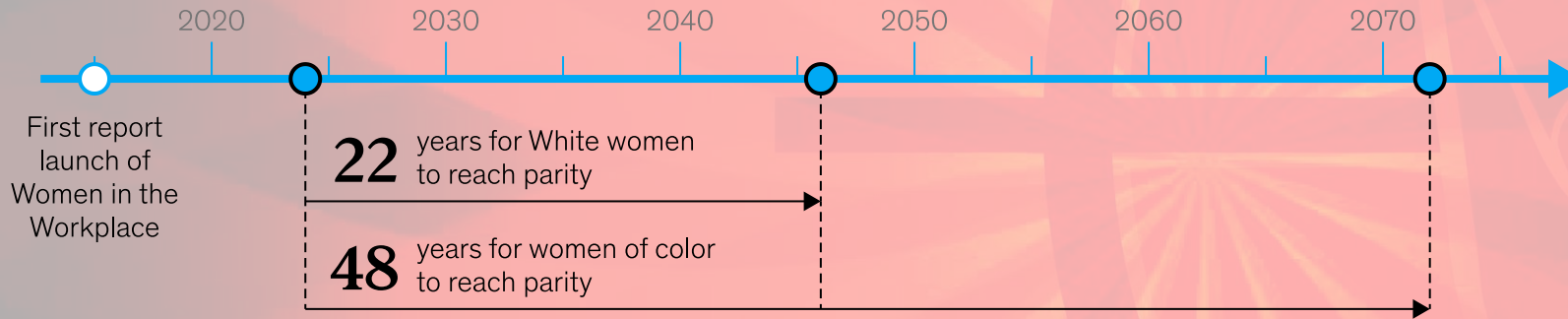
McKinsey & Company

RISE TOGETHER

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It will take nearly 50 years to achieve gender parity for all women.

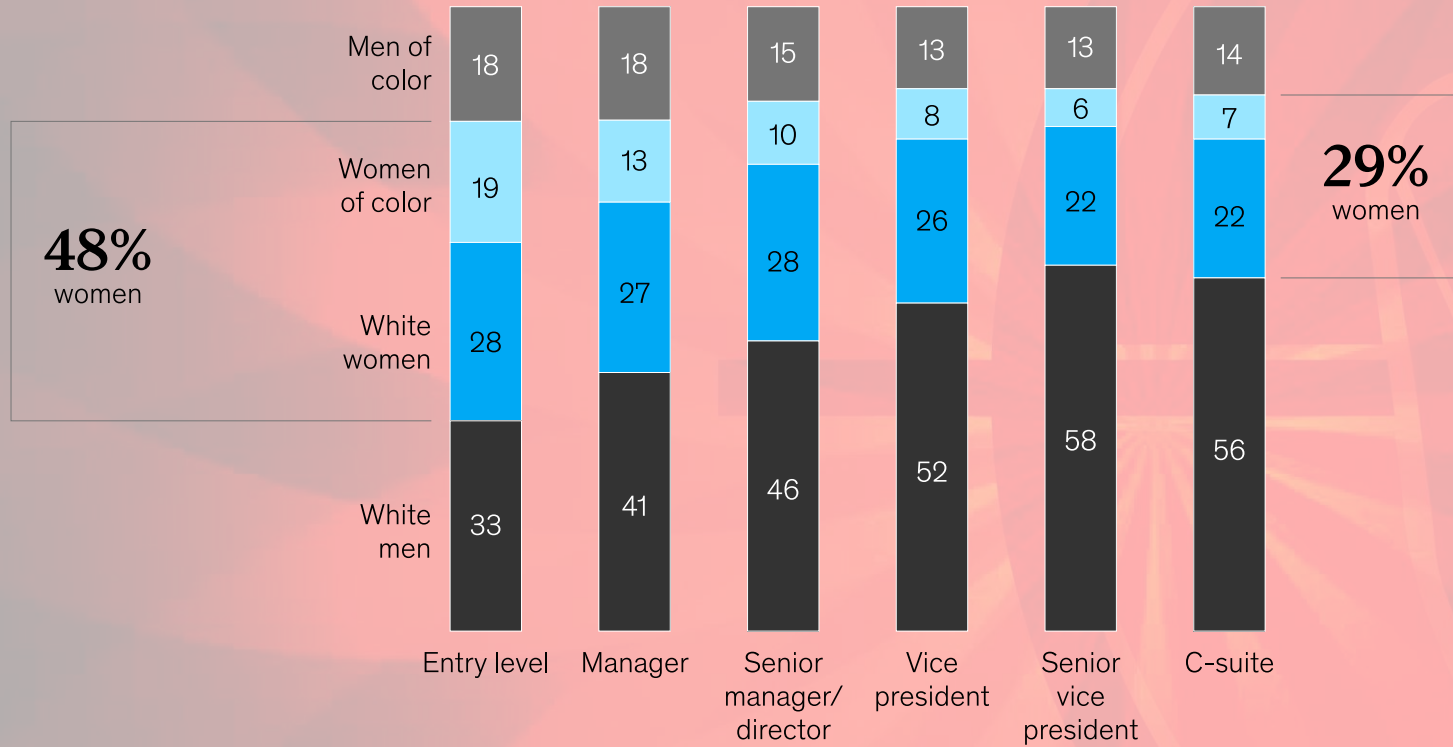
Projections of time to reach parity¹



¹Parity is defined as the representation of all women in senior vice president and C-suite roles based on workforce representation trends in the US Census, the current representation of women in entry-level roles, and the assumption that the pipeline and growing population of diverse women will attribute to greater representation of women at senior levels in future. This is 25% of total representation each for White women and women of color, respectively. Source: *Women in the Workplace 2024*, McKinsey & Company and LeanIn.Org

Women remain underrepresented at every stage of the corporate pipeline, regardless of race and ethnicity.

Representation in corporate role, by gender and race, % of employees



Total women, 2024	48	39	37	34	29	29
Total women, 2020	47	38	33	29	28	21
Total women, 2015	45	37	32	27	23	17

Note: Figures may not sum to 100%, because of rounding. Total percent of women per level may not sum to overall corporate pipeline totals, because overall figures do not include employees with unreported race data.

Source: *Women in the Workplace 2024*, McKinsey & Company and LeanIn.Org



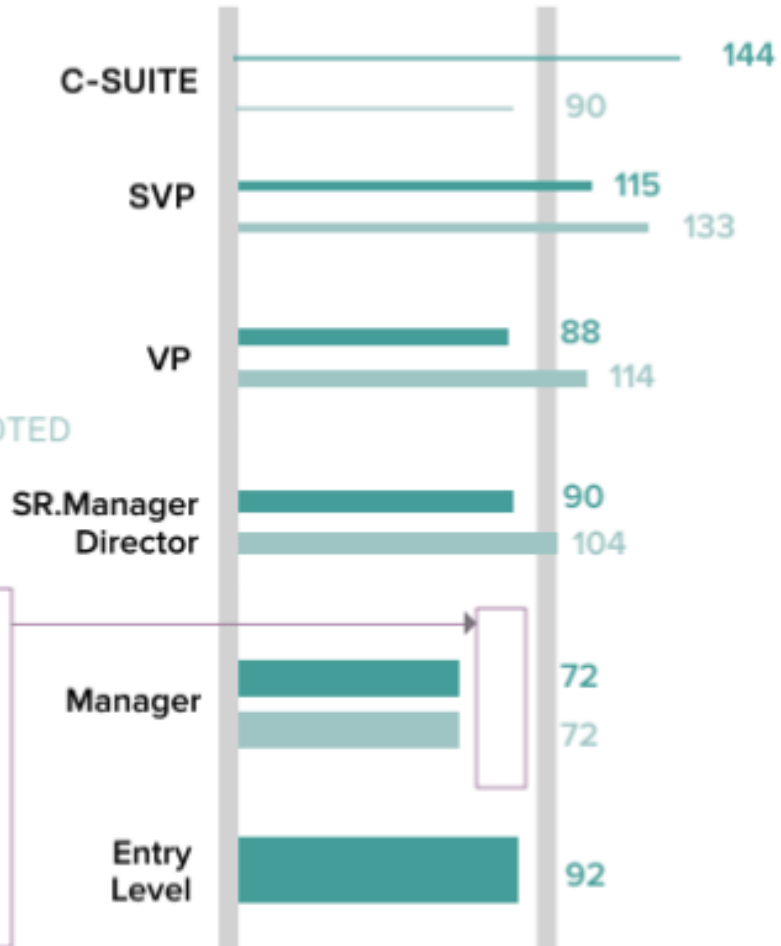
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THE BROKEN RUNG

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For every **100 men** hired and promoted, this many women are hired and promoted:

■ WOMEN HIRED
■ WOMEN PROMOTED



The **broken rung** at the step up to manager is the biggest obstacle women face on the path to leadership.

The broken rung results in more **women getting stuck at the entry level** and fewer women becoming managers.

Result: Men end up holding 62% of manager-level positions, while **women hold just 38%.**

THE BROKEN RUNG

Each dot represents the number of women and men at each level in a typical company

At the manager level, the gap in total number of women and men is the largest. This is the impact of the broken rung.



Source: leanin.org

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BREAKING THE GLASS CEILING

UNDERSTANDING

UNCONSCIOUS BIAS

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UNCONSCIOUS BIAS

Performance: Assuming that men are more competent in technical roles, leading to women receiving fewer challenging assignments.

Attribution: Attributing a woman's success to external factors (like luck) while crediting a man's success to his skills.

Maternal: Perceiving mothers are less committed to their careers, resulting in fewer opportunities for advancement.

Stereotype: Assuming women of color are less qualified or competent, and their contributions are undervalued.

BREAKING THE GLASS CEILING

**Practical Strategies
for Overcoming
Unconscious Bias**

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OVERCOMING UNCONSCIOUS BIAS

Self Education – The Print University

Mentorship Programs / People

Career Coaching

Join MANY Professional Networks

Join Organizations - Like Girls Who Print!

Self-Advocacy

Build Alliances / Ask Allies for Help!

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**“THE ONLY
WAY OUT IS
THROUGH”**

ROBERT FROST

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BREAKING THE GLASS CEILING

**CREATING A
SUPPORTIVE
NETWORK**

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Collective Advocacy

Mentorship and Sponsorship

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Skill Building

Knowledge Sharing

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Resilience

Legacy

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**WE BREAK THE
GLASS CEILING
TOGETHER**

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WOMEN'S PRINT HERSTORY MONTH ♀ '25



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#PrintHERstoryMonth #GirlsWhoPrint



Q&A at
girlswhoprint.net

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#ForAllWomenAndGirls #IWD25

INTERNATIONAL WOMEN'S DAY EVENT

MARCH 7, 2025 | 8 AM-3 PM ET | 13:00-20:00 GMT



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GIRLS WHO PRINT IS A NONPROFIT
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NEW MEMBER PLATFORM
AND PROGRAM

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MEMBERSHIP

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Whether you are entering the industry or a seasoned veteran, Girls Who Print has developed an impactful and affordable Membership Program for women at every stage of their career.

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- Exclusive Content and Events
- Global Members Forum
- Ask the Experts Forum
- Job Listings and More

[SEE BENEFITS](#)



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- Share Career Opportunities
- Share Content and Case Studies
- Support Schools and Students
- Event Participation and More

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**EMPOWER LONG
AND PROSPER!**

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