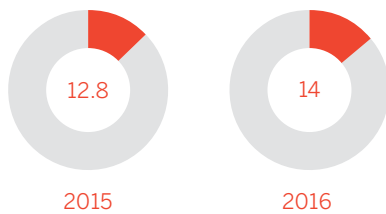
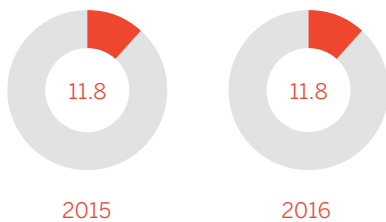


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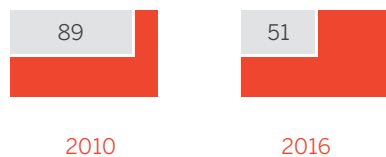
The percentage of board seats held by women at publicly traded companies in the Washington region is growing.



The percentage of those companies that had a critical mass—three or more women—on their boards remains essentially unchanged.



Meanwhile, the number of area publicly held companies whose boards have no women at all is declining.



**THE LEADERSHIP FOUNDRY** is a program, spearheaded by Women in Technology (WIT), to address the gender diversity chasm on corporate boards in the Washington, DC area. The program provides training and advocates for gender diversity to grow the number of women serving on corporate boards.

### THE FACTS

- Women hold 14% (255) of the 1,813 board seats at the 204 publicly held companies in the Maryland, Virginia and Washington, DC region. This is a slight increase over the 12.8% of women found on board seats in this region reported by the 2015 WIT study.
- Of those companies, 11.8% (24) had a critical mass of women (three or more) serving as board directors essentially unchanged from the 2015 WIT study.
- The trend from 2010 to 2016 continues to show companies within our region slowly and steadily adding women to their boards. In 2016, there were 51 companies in the entire region with no women serving on their board, down from 89 in Virginia and Washington, DC in 2010.

### HOW WE WORK

The Leadership Foundry provides intensive board training sessions that prepare women to serve on a corporate board of directors. There are formal and informal networking and mentoring opportunities to assist the participants in obtaining their first corporate board seat. A group of 15–20 experienced women executives have the opportunity to be a part of this program each year.

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For more information contact Marguerete Luter at [mluter@bellatlantic.com](mailto:mluter@bellatlantic.com).

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Data from a Women in Technology-commissioned report, prepared by Kogod School of Business at American University in 2016, that examined the number of women board members from 204 publicly traded companies headquartered in Maryland, Virginia and Washington, DC.