WOMEN LEADING IN DoD FINANCIAL MANAGEMENT: TRAILBLAZING A PATH

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SERENA WILLIAMS “DREAM CRAZY” NIKE VIDEO
Diversity and inclusion is a universal challenge. Progress, in terms of representation and opportunities for advancement for women, has varied significantly by industry in corporate America.

Women represent a significant portion of the Department of Defense (DoD) financial management (FM) workforce.

Representation of Women in DoD FM

Source: Defense Manpower Data Center – November 30, 2018
Women have played an increasingly significant role in defending the nation on the battlefield. Some notable statistics from our women in uniform include:

- An estimated 378,000 women serve in uniform (approximately 1 in 6 service members).
- 25 years ago, the Navy ordered the first assignment of women to a combat ship – 63 women detailed to the carrier Dwight D. Eisenhower.
- Women have been flying Air Force combat missions for more than 15 years.
- 26 women have earned Army Ranger tabs.
- 170 women have graduated from the Army’s basic infantry and advanced individual training and 150 more are in the pipeline.
- Female enlisted Marines are being promoted at faster rates than males – attaining an E-6 rank almost a half year earlier than male peers.

Sources:
- Include Women in Selective Service Registration, USA Today, March 18, 2019
- Women first joined the Navy’s combat fleet 25 years ago, military.com, March 11, 2019
- Why are they moving up faster?, marinecorps-times.com, June 27, 2018
Challenges to Improving Diversity

Improving gender diversity in the workplace can require organizations to take action on a number of challenges. Some of these challenges include:

- **Addressing hiring and promotion disparities.**
  - Women are less likely to be hired into entry-level jobs than men despite earning more bachelor’s degrees than men.
  - For every 100 men promoted to manager only 79 women are.
- **Reducing occurrence of the “Only” experience.**
  - 1 in 5 women say they are the only or one of the only women in the room at work. For senior-level and technical roles, the rate of occurrence rises to 2 in 5 women.
  - Only 7% of men say they are the only or one of the only men in the room at work.
  - Over 80% of “Only” women are on the receiving end of microaggressions.
- **Eliminating sexual harassment in the workplace.**
  - 35% of women in corporate America experience sexual harassment at some point in their careers.
  - 45% of women in technical fields experience sexual harassment.
- **Helping employees with work-life balance.**
  - 41% of employees have children at home.
  - A February 2018 Society for Human Resource Management survey reported only 35% of employers offering paid maternity leave.

PANEL DISCUSSION
CLOSING REMARKS