

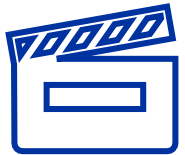
**VIRTUAL**

# **STEP FORWARD<sup>®</sup>**

**Advancing Women in Automotive Manufacturing | November 19, 2020**



# HOUSEKEEPING



- Webinar will be recorded and posted to [community.themanufacturinginstitute.org](https://community.themanufacturinginstitute.org)



- Post resources and discussions in the chat, as well as questions for the panel



- Use the hashtag #MFGWomen to participate in the conversation on social media

# The Current Landscape: Women in Automotive Manufacturing

**Constance Thompson CCDP/AP**

Senior Director, Women's Engagement  
The Manufacturing Institute

# WHAT DOES OUR RESEARCH SAY?

## Fact:

Women make up **51%** of the labor force, but only **28.6%** of the manufacturing workforce



Source: Bureau of Labor Statistics



**Deloitte.**

 MANUFACTURING  
Institute

 APICS  
Supply Chain  
Source

Minding the manufacturing gender gap  
How manufacturers can get their fair  
share of talented women

# WHAT IS MOST IMPORTANT TO WOMEN IN MANUFACTURING?



Attractive pay



Challenging and  
interesting work



Work-life balance



# What Does Automotive Industry Research say?

## Fact:

Women make up **51%** of the labor force, but only **23.6%** of the **automotive manufacturing** workforce



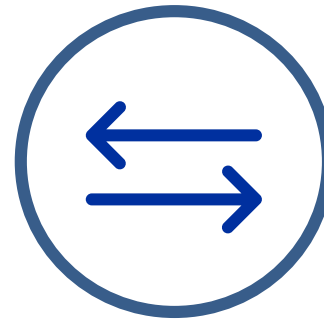
Women at The Wheel – 2018  
Deloitte & Automotive News

# MOST IMPACTFUL TALENT INITIATIVES

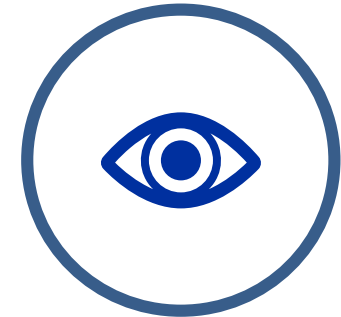
## Women in Automotive Manufacturing



Formal and Informal  
Mentorship Programs



Flexible work  
practices



Increasing the visibility of  
key leaders who serve as  
role models

# LESSONS LEARNED

1. Start at the top
2. Foster Mentorship and Sponsorship
3. Encourage women early and often
4. Close The Pay Gap
5. Learn from Other Industries



# STEP WOMEN'S INITIATIVE

Science Technology Engineering & Production

*Elevating role models and inspiring women*

- **STEP Forward:** educating and empowering
- **STEP Ahead:** honoring and motivating

# STEP FORWARD

## STEP Forward

- Showcase women leaders
- Share best practices
- Create a community of #MFG Women





# STEP Ahead

## Honoring

STEP Ahead Honorees and  
Emerging Leaders

## Motivating

Pay it forward and mentor and  
inspire the next generation



# Stay Connected

[www.themanufacturinginstitute.org/women](http://www.themanufacturinginstitute.org/women)

[community.themanufacturinginstitute.org](http://community.themanufacturinginstitute.org)

[stepahead@nam.org](mailto:stepahead@nam.org)

# #MFGWOMEN



# Solutions Forums

- **Links below for each Solutions Forum**
- **Click link to join discussion**
- **Automatically transferred to Forum**
- **Share best practices and network**
- **Start at 4 pm and end at 4:30 pm**