

Advocacy Update

March 21 – March 25, 2011

Wage Gap Narrows When CEOs Have Daughters (March 21) – A new study shows that male CEOs who have female daughters tend to narrow the wage gap at their companies. Within one year of having daughters, male CEOs narrowed the wage gap between men and women by 0.5%. If the daughter was the male CEO's first child, the wage gap narrowed by 3%. [Read more.](#)

Increasing the Number of Female Professors Has Proved Difficult (March 21) – This article outlines the story of the attempts made by the Massachusetts Institute of Technology (MIT) to increase its numbers of female professors. Over ten years ago MIT admitted that it had been inadvertently discriminating against women in the hiring process. Since that time, it implemented an industry leading program that has successfully expanded the number of female professors at the University. However, these steps have led to new problems, most notably, the perception that standards for performance are lower for female professors. [Read more.](#)

Advantages of Female Leadership (March 25) – Studies show that companies with the highest percentage of women in top management team perform better financially. However, women still remain extremely underrepresented in the highest levels of corporate leadership. This article points to four reasons, based on a male model of leadership, why women have not advanced to these positions: a bias for linear employment, overemphasis on "full-time," a tendency to believe that the most commitment to a career happens in a person's 30's and a belief that money and power are motivating factors. In this article, the author, Kathy Caprino, suggests that women make better team leaders for the following reasons: stronger interpersonal skills, resilience and the ability to learn from adversity, focus on inclusion and higher propensity for risk-taking. [Read more.](#)

Women Represent Less than One-Third of Top Positions in News Media (March 22) – A new study by the International Women's Media Foundation found that women hold only 27% of top managerial positions and 26% of governing board positions at newspaper, radio and television outlets. These low numbers have implications for the types of news and the way that news is reported. [Read more.](#)