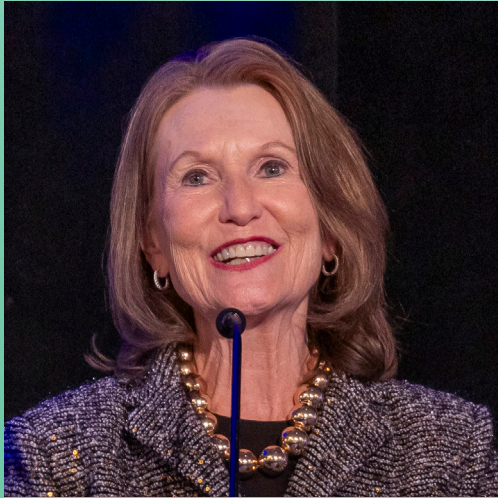




MILWAUKEE
WOMEN INC



DRIVING
FORWARD

OUR WORK
IS NOT
DONE

2024-2025 Year in Review



A special message from the Milwaukee Women inc Board Chair

In my first term as Chair, I regularly observe the commitment of our members and sponsors towards an incredibly important mission; achieving balanced representation of women on boards of directors. The impetus for this work began over two decades ago, with a powerful objective to improve Wisconsin's long-term economic development by supporting high performing, diverse, board composition. Our research reflects continued progress towards this, which is something we all should celebrate. We have had a productive year filled with discussions and educational events, broadening our positive relationships throughout the state of Wisconsin. In this era of some headwinds, we remain steadfast on why diverse boards result in better performance for Wisconsin companies.

On behalf of our Board of Directors, I would like to thank the business community, our valued steering committee members, partners, and sponsors for their continued focus on why advancing inclusive leadership matters; and I look forward to seeing MWi's continued impact toward achieving balanced representation of all women on boards of directors.

MILWAUKEE WOMEN inc

- Kristin Dufek, AIA, LEED AP
President
EUA

MWi MISSION

Milwaukee Women inc is an organization of executives determined **to change the quality and composition of corporate boards** to enhance the performance of public and private companies, **with a focus on women and women of color.**

MWi VISION

Achieve balanced representation of all women on boards of directors to enhance the performance of public and private companies.

MEMBERSHIP STATISTICS

132

STEERING COMMITTEE MEMBERS

18%

WOMEN OF COLOR STEERING COMMITTEE MEMBERS

12

MWI BOARD MEMBERS

10

NEW MEMBERS IN 2024-2025 FISCAL YEAR

113

COMPANIES REPRESENTED

18

INDUSTRIES REPRESENTED

MWi PROGRAM HIGHLIGHTS



CONVERSATION WITH TWO CEOS-IN COLLABORATION WITH PROFESSIONAL DIMENSIONS AND TEMPO MILWAUKEE | MAY 22, 2024

Cathy Jacobson, CEO of Froedtert ThedaCare Health, and **Peggy Troy**, CEO of Children's Wisconsin shared their remarkable career journey, reflections on the strengths and challenges of women in the C-suite, and their forward look at healthcare and leadership in our community.



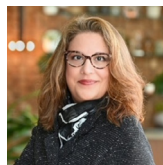
WASHINGTON COUNTY: DRIVING FORWARD -OUR WORK IS NOT DONE JUNE 18, 2024

Kristin Dufek, MWi Board Chair and **Heather Dunn**, MWi Steering Committee member discussed advancements in gender diversity on corporate boards with Washington County leaders.



RESEARCH AND RECOGNITION LUNCHEON OCTOBER 23, 2024

MWi announced its latest research report findings, presented the **Mary Ellen Stanek** Award for Diversity in Corporate Governance and hosted a panel discussion featuring community leaders on the importance of board diversity.



BOARD PRIORITIES FOR 2025 JANUARY 30, 2025

Cigdem Oktem, Central Region Leader for EY's Center for Board Matters (CBM).



MWi ANNUAL MEETING APRIL 18, 2024

Election of 2024 Board of Directors slate along with time to connect and network with other Steering Committee leaders.



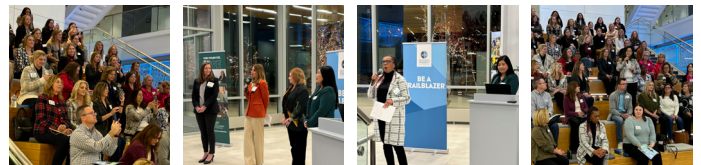
ENGAGING MEN AS ADVOCATES JUNE 3, 2024

Jonas Prising, ManpowerGroup CEO, and **David Gay**, EY Managing Partner, hosted our first Executive Roundtable with **John Bauer**, Bethesda Lutheran Communities former President/CEO, **Hector Colon**, Lutheran Social Services President/CEO, and **Bill James**, Marine Credit Union's Chief Risk Officer. MWi Engaging Men as Advocates Co-chairs: **Brenda Campbell, April Dunn, and Sharon Reed.**



DRIVING FORWARD: OUR WORK IS NOT DONE AUGUST 13, 2024

MWi President/CEO **Lori Syverson** shared MWi's research with members of Madison TEMPO.



MWi AROUND THE STATE-GREEN BAY NOVEMBER 7, 2024

MWi shared our cornerstone annual research report findings with Greater Green Bay leaders. Thank you to **Kristin Dufek, Susan Finco, and Kimberly Kane.**



NAVIGATING BOARD RELATIONSHIPS FEBRUARY 18, 2025

MWi explored the dynamics of board relationships, effective governance practices, and the pathways to obtaining a board position. Thank you, **Heather Boyer, Janette Braverman, DeVona Wright Cottrell, Susan Finco, and Chistine Specht.**



SETTING THE TABLE: 2024 Research Report

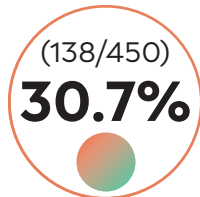


Our research this year indicates that progress continues to be made with a notable increase in 2024.

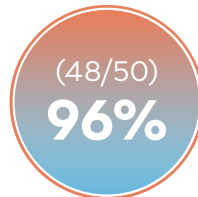
MWi released its research report on October 23, 2024, at the Research & Recognition Luncheon held at the Pfister Hotel. The percentage of women on the boards of Wisconsin's Top 50 public companies continued to increase, reaching an all-time high, soaring past MWi's goal of 25% women directors by 2025. Highlights of the Research Report include:

2024 RESEARCH REPORT HIGHLIGHTS

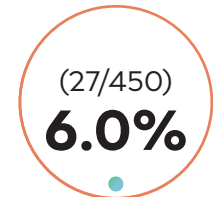
PUBLIC COMPANIES



WOMEN DIRECTOR SEATS IN WISCONSIN'S TOP 50 PUBLIC COMPANIES
UP FROM 27.3% (126/462) IN 2023

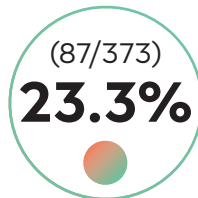


PUBLIC COMPANIES WITH AT LEAST ONE WOMAN BOARD MEMBER
DOWN FROM 98% (49/50) IN 2023

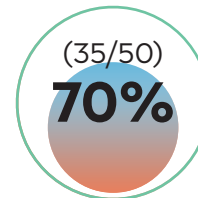


WOMEN OF COLOR DIRECTOR SEATS
DOWN FROM 6.3% (29/462) IN 2023

PRIVATE COMPANIES



WOMEN DIRECTOR SEATS IN WISCONSIN'S TOP 50 PRIVATE COMPANIES
UP FROM 21.1% (72/341) IN 2023



PRIVATE COMPANIES WITH AT LEAST ONE WOMAN BOARD MEMBER
UP FROM 64% (32/50) IN 2023

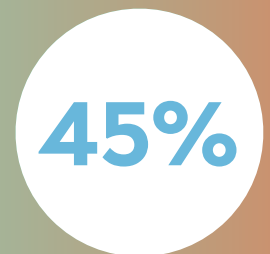
POWER OF 3 COMPANIES



Wisconsin Top 50 Public Companies



Wisconsin Top 50 Private Companies



Russell 3000 Index

WELCOME NEW STEERING COMMITTEE MEMBERS

- AMY HANNEMAN, VP, SR. HUMAN RESOURCES BUSINESS PARTNER & CHIEF DIVERSITY & INCLUSION OFFICER | NORTHWESTERN MUTUAL
- LAURA KING, CO-FOUNDER/CEO | ACCURE MEDICAL
- JENNIFER MCCLURE, FOUNDER, CEO, CHAIR | JEM
- TAMMIE MILLER, CO-FOUNDER, MANAGING PARTNER | TKO MILLER
- JENNIFER MUELLER, SR VP, HEALTH INFORMATION | AHIMA
- TRACY PEARSON, CEO | ELEVATED INSIGHTS
- JENNIFER PETERSON, EVP, GENERAL COUNSEL, SECRETARY | MANITOWOC COMPANY
- ANN PIEPER, FOUNDER/CEO | PIEPER PROPERTIES
- MEG SRANSKE, RETIRED | S.C. JOHNSON
- SUE TRAN, RETIRED, SR VP, GENERAL COUNSEL | S.C. JOHNSON

THANK YOU BOARD MEMBERS

CHAIR, KRISTIN DUFEK
VICE CHAIR, KAREN HUNG
SECRETARY, SANDRA CUNNINGHAM
TREASURER, LESLIE PLAMANN
IMMEDIATE PAST CHAIR, KIMBERLY STOLL
MEMBER AT LARGE, NANCY HERNANDEZ
COMMUNICATIONS & RESEARCH CO-CHAIR, KIMBERLY KANE
COMMUNICATIONS & RESEARCH CO-CHAIR, EMILY PHILLIPS
EXTERNAL ENGAGEMENT CO-CHAIR, JANETTE BRAVERMAN
EXTERNAL ENGAGEMENT CO-CHAIR, APRIL DUNN
MEMBER ENGAGEMENT CO-CHAIR, JULIE GLYNN
MEMBER ENGAGEMENT CO-CHAIR, MOLLY MULROY

THANK YOU SUBCOMMITTEE CHAIRS

BY-LAWS (AD HOC): AMY LINDNER
EXTERNAL PARTIES: BRENDA CAMPBELL AND SHARON REED
NOMINATING: ABBY HANNA
ONBOARDING: SANDY WYSOCKI
PROGRAMS: KELLY OTTMAN AND LISA ATTONITO



THANK YOU FROM MWI PRESIDENT/CEO

As I reflect on my first year as President and CEO of Milwaukee Women inc, I am filled with gratitude and excitement. It has been a year of progress, engagement, and momentum- all made possible with the unwavering support and dedication of our Steering Committee members, partners, and advocates. Your encouragement and commitment to advancing our mission is truly inspiring.

The level of interest in MWi's mission across the state reaffirms the importance of the work we've been doing for more than 20 years. From boardrooms to executive teams, the conversations around building stronger, more representative leadership continues to grow, and MWi remains at the forefront of driving meaningful change.

Thank you for your part in the journey. I look forward to all that we will accomplish in the year ahead.

Lori Syverson, President/CEO



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RESEARCH PARTNER



IN-KIND SPONSOR



AROUND THE STATE



TABLE SPONSORS



Please contact Lori Syverson, President/CEO at lori.syverson@milwaukeewomeninc.org with any comments or questions