

FAIR SHARE Monitor 2023 | Fact sheet

The FAIR SHARE Monitor tracks the international social impact sector's progress towards gender equity by measuring the representation of women in leadership annually.

The Monitor ranks organisations according to their FAIR SHARE Index, calculated according to the gap between women on staff and women in leadership. A FAIR SHARE of women leaders is defined as an index < 15.

Here are 7 key takeaways from the FAIR SHARE Monitor 2023:

1. Women underrepresented in over half of organisations

While women make up 62% of staff, they hold only 52% of leadership positions, and over half (52%) of organisations do not have a FAIR SHARE of women leaders.

2. Less than a third of women-led organisations headed by BIWOC

Of the organisations with data on Black, Brown, Indigenous women and women of colour (BIWOC) 45% are led by women, but only 30% of these women-led organisations have a woman of colour as their CEO. The contrast in Board rooms is even starker: only 17% of women chairs are women of colour.

3. Decrease in male-dominated boards

Nearly half of boards are made up of a majority of men, but there seems to be some progress here: the proportion of male-dominated boards decreased from 52% in last year's Monitor to 44% this year.

4. Committed organisations more likely to have a FAIR SHARE

65% of organisations who have made the FAIR SHARE Commitment have gender-equitable leadership, and the average FAIR SHARE Index of Committed Organisations is 13.15, well below the average Monitor 2023 Index of 20.4.

5. Co-leadership improving gender equity?

While only 16% of organisations reported sharing the role of CEO across 2 or more people, 67% of these organisations have women representing at least half of their CEOs.

6. More organisations are participating in the Monitor

Now in the fifth edition, this year's FAIR SHARE Monitor had the largest sample size of 73 organisations and the highest participation rate in three years: 48% of organisations responded when we sent them the data collection survey and shared their figures with us.

7. Work to do for gender inclusion

This year, for the first time, we added a third gender option on our survey. We found that only 25% (18 organisations) provide their staff with options other than male or female for self-reporting their gender identity

Go to www.fairsharewl.org or click the icon below to explore more data.