

Hey everyone,

There has been some documentation indicating that the amount of female board members of corporations is increasing, and that therefore, the glass ceiling is rapidly becoming a thing of the past. However, a study by Catalyst (1998) indicated that while the *number of firms* with women board members is far lower than the *percentage of women* on the boards. More specifically, of the firms studied in this article, the proportion having board seats belonging to women rose from about 69% to about 87% in five years. Upon closer inspection, however, the boards of these firms only went from having about 8% women members to about 11%.

So, while it can be truthfully said that more and more firms are including women in high managerial positions, this article would appear to indicate that these firms are simply using small numbers of women as tokens to repel any claims of gender discrimination.

**Source:**

Catalyst: 1998, Women Board Directors of the Fortune 500 (Catalyst, New York)