

PHI



ENIX

2024

**Empowering Women in
Housing Finance**



Panelists

Tiena Johnson Hall

Executive Director | California Housing Finance Agency

Tammy Neale

Chief Executive Officer | Virginia Housing

Robin Wiessmann

Executive Director and CEO | Pennsylvania Housing Finance Agency
and Secretary/Treasurer | NCSHA Board of Directors

Discussion Leader

Tanya Dempsey

Co-Chief Executive Officer | CSG Advisors Incorporated

Affordable Housing Finance

Women make up 35% of leadership roles in the affordable housing finance sector, a number that has been growing but still lags behind overall industry averages for women in leadership across sectors.

Source: Affordable Housing Finance Magazine, 2022

Affordable Housing Finance

However, women are better represented at lower management levels and in non-executive roles, making up over 50% of the workforce in non-executive positions related to affordable housing finance.

Source: Urban Land Institute, 2021

Social Services in Affordable Housing

Women dominate the social services sector related to affordable housing, comprising around 70 – 80% of social service workers, including case managers, housing advocates, and social work professionals.

Source: National Association of Social Workers, 2021

Social Services in Affordable Housing

In leadership positions within the social services sector of affordable housing, women are more prevalent, holding 60% of director-level roles and higher, though often facing challenges such as lower pay compared to male counterparts in other sectors.

Source: Human Services Council, 2022

Gender Pay Gap

On average, women earn 84 cents for every dollar earned by men. This disparity is even greater for women of color, with Black women earning 63 cents, and Latina women earning 58 cents for every dollar earned by white men.

Source: U.S. Census Bureau, 2022

Leadership Representation

In the U.S., women represent only 28% of C-suite executives in corporate leadership, despite making up nearly half of the workforce. The numbers are even lower for women of color, who hold only 4% of C-suite roles.

Source: McKinsey & Company, 2023

Political Representation

As of 2023, only 26% of all national parliamentarians worldwide are women. While this is an improvement from past decades, the pace of change has been slow.

Source: Inter-Parliamentary Union, 2023

Unpaid Labor

Globally, women perform 76.2% of total hours of unpaid care work, such as childcare and household tasks, while men only contribute 23.8%. This unpaid labor often goes unrecognized and significantly impacts women's ability to participate equally in the workforce.

Source: UN Women, 2020

STEM Fields

Women remain underrepresented in Science, Technology, Engineering, and Mathematics fields, comprising 28% of the workforce. This number drops to just 12% for women in engineering.

Source: National Science Foundation, 2023

Gender Gap in Mentorship

A report by McKinsey & Company found that 62% of women of color say they never had access to mentorship or sponsorship programs, compared to 49% of white women.

This lack of mentorship is seen as a significant barrier to advancement for women, especially women of color, in corporate America.

Source: McKinsey & Company, Women in the Workplace, 2023

Gender Gap in Mentorship

Mentorship programs can improve diversity in leadership.

Research shows that 67% of women in mentorship programs say it helped them build confidence in their abilities to lead, and 65% of people of color reported positive career outcomes when paired with mentors of similar backgrounds.

Source: Center for Talent Innovation, 2020

Leadership Development

Research from the Center for Creative Leadership shows 45% of senior leaders attribute their ability to lead effectively to overcoming significant challenges in their careers.

These challenges, such as career setbacks or high-stakes projects, were linked to the development of stronger leadership qualities like emotional intelligence, decision-making under pressure, and empathy.

Source: Center for Creative Leadership, 2021

**About 76% of top-performing women
encounter negative feedback,
compared to 2% of men.**

Source: Forbes, August 2024

For every 1,000 words during a performance review, women experience twice as many instances of poor-quality critiques compared to men.

Snyder says this is a result of the laser focus around female staffers' personalities. For example, performance reviews may revolve around a woman "being a joy to work with" instead of the success of the big project she just delivered.

Source: Forbes, August 2024

State HFA Leadership

