

# IMPLEMENTING GENDER BALANCE

IN SUPPLY CHAIN  MANAGEMENT



# CONTENTS



3

**A BALANCING ACT: GENDER IN SUPPLY CHAIN MANAGEMENT**

4

**DEI IN SUPPLY CHAIN**

5

**THE RISE OF WOMEN IN SUPPLY CHAIN MANAGEMENT**

6

**EDUCATION AS A DRIVER OF CHANGE**

7

**SHATTERING GLASS CEILINGS: A WOMAN'S IMPACT ON SUPPLY CHAIN**

pathdoc - stock.adobe.com



Fantastic – stock.adobe.com

## A BALANCING ACT: GENDER IN SUPPLY CHAIN MANAGEMENT

As the workforce continues to recognize the value of different perspectives and experiences more and more, the growth of women in the supply chain sector has skyrocketed. This positive trend is not only reshaping the composition of the general workforce but also contributing to enhanced innovation, collaboration and industry performance. DEI, education and opportunities highlighting these enhancements remain pivotal in the era of women joining and growing in the industry.



# DEI IN SUPPLY CHAIN


✈️ DEI initiatives have emerged as powerful catalysts for change in supply chain management. Recognizing that gender balance and diversity are drivers of success, companies are taking proactive steps to address historical imbalances and create an inclusive environment for all employees through unbiased hiring practices, mentorship programs, leadership & development opportunities and flexible work arrangements.


✈️ Companies are increasingly prioritizing gender diversity at all levels of the organization, from entry-level to C-suite. [Garner recently reported](#) that women now make up 41% of the supply chain workforce, up from 39% in 2022. As a testament, Jennifer Hedrick, president and CEO of the Women in Trucking Association, [says](#) “The presence of female leaders in transportation is critical because they bring a broader range of diverse thought, skill sets and experiences to the workplace. Companies that boast a higher representation on their boards notably outperform organizations that do not. Research has shown that companies with greater gender diversity, not just within their workforce but directly among senior leadership, are significantly more profitable than those without.”

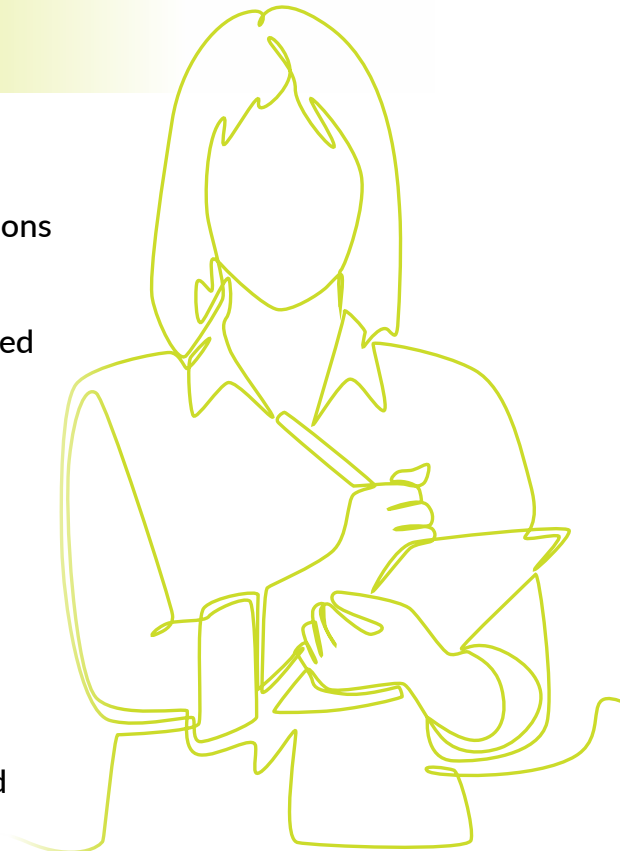


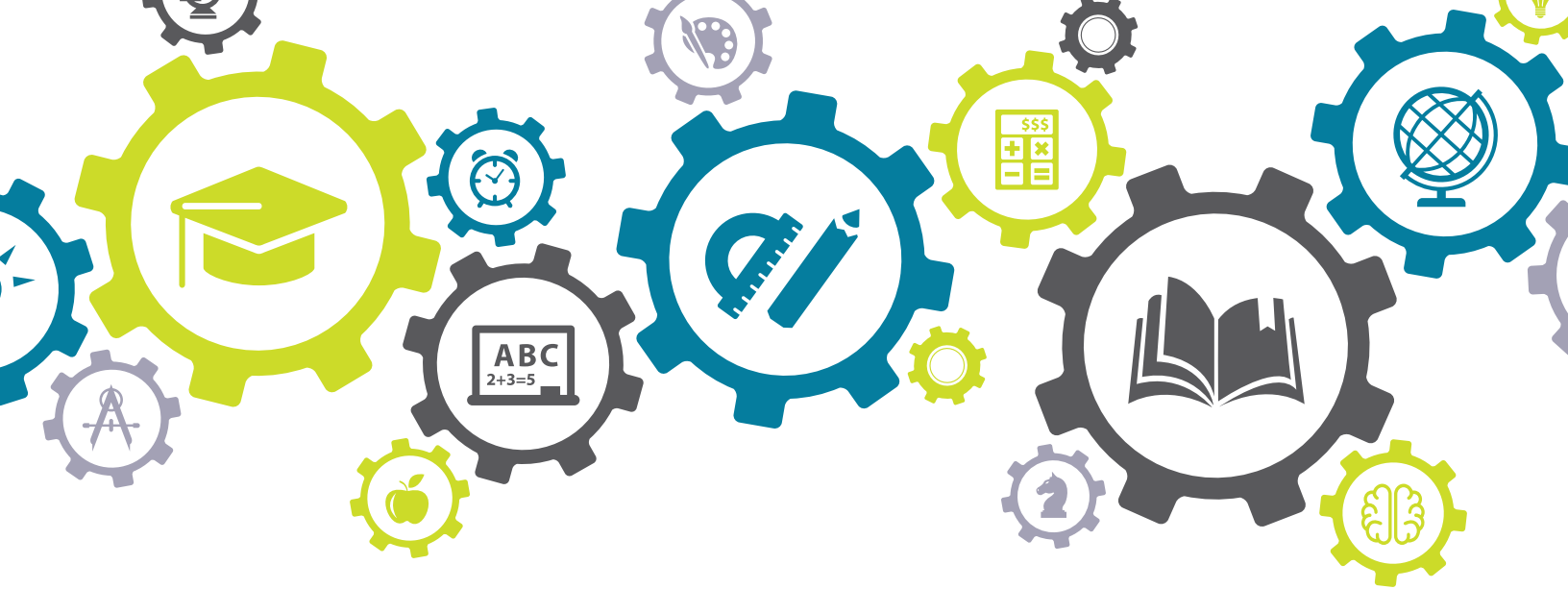


## THE RISE OF WOMEN IN SUPPLY CHAIN MANAGEMENT


 Traditionally male-dominated, the sector has witnessed a remarkable increase in the participation of women across various functions, including procurement, logistics, operations and demand planning.


 This surge in female representation is the result of concerted efforts to eliminate biases, enhance career opportunities and create supportive environments. Events such as the *Supply & Demand Chain Executive* and *Food Logistics' Women in Supply Chain Forum* help boost these efforts and create space for discussion and the inclusion of women. Marina Mayer, editor-in-chief, [says](#) "Gender diversity continues to be top of mind for many of today's supply chains. While the supply chain industry is excelling at incorporating more women in the supply chain, there's still more work to be done. This forum was designed to provide that safe space to talk about the real problems and challenges impacting females across the logistics space."





## EDUCATION AS A DRIVER OF CHANGE

 Educational institutions and industry associations are collaborating to offer programs, scholarships and workshops that specifically target women interested in pursuing careers in supply chain management. [The MIT Center for Transportation & Logistics Women in Supply Chain Initiative](#) seeks to better understand gender balance in supply chain management by providing knowledge and tools for people interested in creating more gender balance in their organizations. And, associations like [Women in Trucking](#) and the [Blended Pledge](#) work as non-profits supporting the opportunities of diversity in supply chain and logistics.

 These initiatives assist in empowering women and they also help companies understand how to revolutionize and use mentorship opportunities to enhance gender diversity in their workforce.



# SHATTERING GLASS CEILINGS: A WOMEN'S IMPACT ON SUPPLY CHAIN

Registration is officially open for the Supply Chain Network's third annual Women in Supply Chain Forum, an in-person event designed to bring together CEOs, Presidents, Partners, VPs and Director-level decision makers at shippers, DCs, warehouses and 3PLs to learn, grow, network and more.

## WHAT YOU NEED TO KNOW:

**EVENT:** Women in Supply Chain Forum

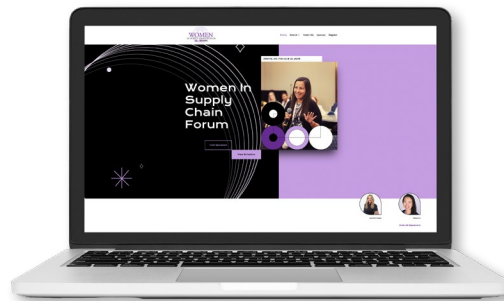
**DATE:** November 12-13, 2024

**LOCATION:** Ritz Carlton in Atlanta

This premier networking event is tailored to both men and women in executive-level positions to expand their professional network and enhance their businesses through thought-provoking discussion panels centered around promoting and advocating for women in the supply chain space.

This year's theme, "Shattering Glass Ceilings: A Woman's Impact on Supply Chain," will bring together leading experts in the industry to discuss mentorship, self-advocacy, collaboration, closing the gender gap and what it takes to move the needle and pave the way for future female leaders in logistics.

"For us, this Forum is about building relationships and understanding how to lean on the community that is the supply chain industry," says Jason DeSarle, Corporate Director of Sales for *Supply & Demand Chain Executive* and *Food Logistics* and Co-Founder of the Women in Supply Chain Forum. "Women supporting women and even men supporting women highlights that all of our efforts in this journey matter."



To register for the Forum or learn more, visit: [Women In Supply Chain Forum](#)

To coincide with the opening of registration for this year's event, submissions for the 2024 Women in Supply Chain award are also now open. New this year, nominees can select from one of four categories — Rising Stars, Trailblazers, DEI Pioneers and Workforce Innovators. Submissions are due Friday, June 7, and can be submitted at: <https://sdce.me/plqnz07i>



# CONCLUSION

The journey towards gender balance in supply chain management is not just about reaching quotas, it's about embracing diversity as a strategic advantage for all. DEI initiatives, the rise of women in leadership positions and education are shaping a more inclusive industry that values different viewpoints and experiences. As the sector continues to evolve, it is evident that by empowering women and promoting diversity, supply chain management will continue to grow into a well-rounded space for everyone.



[SDCEXEC.COM](https://www.sdcexec.com)

Follow us on:



IRONMARKETS is a leading business-to-business media and business intelligence company with a portfolio of renowned brands in heavy construction, asphalt, concrete, paving, rental, sustainability, landscape, manufacturing, logistics and supply chain markets. IRONMARKETS delivers relevant, cutting edge content to its audiences through its industry-leading digital properties, trade shows, videos, magazines, webinars and newsletters. It also provides advertisers the analytics, data and ability to reach their target audience.