

# UK Automotive 30% Club

@auto30club | automotive30club.co.uk

## Information Fact Sheet

### Our Goal

To achieve 30% of key leadership positions through the pipeline to be filled by women by 2030.

### Who are we?

The club was founded by Julia Muir in 2016, and we are CEOs and MDs of automotive manufacturers, retailers and suppliers who wish to create a better gender balance in our companies.

We are a working group of the Global 30% Club, which has the goal of achieving 30% of FTSE 350 board roles to be filled by women by 2020.



### Why is it needed?

- Women are 51% of UK license holders, 40% of UK registered owners, and influence 80% of global car purchases (Frost and Sullivan)
- Organisations with women in senior positions globally outperform others by 34% in profit terms (World Economic Forum)
- Organisations with at least 30% women in higher level leadership positions have significantly better financial performance than competitors (McKinsey)
- “Teams with a male–female ratio between 40 and 60 percent produce results that are more sustained and predictable than those of unbalanced teams” (Michel Landel, CEO Sodexo)
- 2017 Median Gender Pay Gap for UK Automotive Retailers = **16%** (AM Online)

### What will we do?

- Seek out, attract, recruit, develop and retain talented women
- Start to actively fish in the other half of the talent pool
- Aspire to fill 30% of key leadership positions (as identified by each member) with women by 2030
- Give a shared message and a single industry voice
- Create noise and buzz beyond the sector to reach parents, students, teachers, and customers

### How will we do it?

- Digital platform with advice and guidance on how to close the gender gap
- Annual conference for CEOs MDs and HR Directors
- New digital portal to develop a network of female employees
- Collaboration with Speakers for Schools charity to engage with schools
- Inspiring Automotive Women Day campaign in UK schools
- Inspiring Automotive Women Awards to celebrate our female employees

**“50 years ago automotive women asked for their skills to be recognised as equal to their male peers. We must take a leadership stance amongst male dominated industries, and close the gender gap”**

Julia Muir - Founder of the UK Automotive 30% Club

### What's required of us when we join?

- CEO / MD is the member making the commitment
- Commitment to set a direction to achieve 30 by 30
- Nominate a representative to implement
- Annual subscription fee of £250 to access advice and guidance
- Let us “Name and Fame” You with investors and in PR
- Publicise Inspiring Automotive Women to your employees
- Support IAW Day and IAW Awards
- Attend annual conference
- Sponsor an activity in 2020