PLEDGE TO SUPPORT EQUAL PAY FOR WOMEN

GM has long been a global leader in advocating for women’s equality in the workplace, with women in nearly 32 percent of our top management positions. In 2016, we joined with 28 other forward-thinking businesses in signing the Equal Pay Pledge. The pledge reflects the value we place on gender equity, our commitment to fostering a diverse and welcoming workplace that values the contributions of all employees, and our shared belief that employees’ gender should not factor into compensation decisions. We believe that fair and equitable pay should be an essential element of any successful business model, and we are proud to stand with other companies that share this same value.

Take 2 Internships

One of the biggest obstacles facing women’s careers in the U.S. is the difficulty in taking time off work to raise children or care for family members, only to try to break back into the workforce several years later while facing an experience disadvantage. That’s why GM in 2016 launched our groundbreaking Take 2 project. This 12-week internship is for women, as well as men, with technical backgrounds in vehicle engineering, manufacturing engineering or manufacturing operations. The program provides training, professional development and networking opportunities to give them a head start in refreshing their skills, building their professional networks and securing long-term employment while working on GM engineering programs. Our first cohort of 10 engineers took part in Spring 2016, nine of whom are now employees, and interest in the program more than tripled in time for the Fall 2016 cohort.

Women in Leadership

GM has received much attention for being the first automaker to appoint a female CEO, but it also should be noted that, across GM, women hold key leadership positions – from global manufacturing to urban mobility solutions – and hold prominent roles in every market where we operate. These women reflect the strong emphasis we place on preparing women for leadership roles.

Our Executive Leadership Program in the U.S. focuses on further development of leadership capabilities of executive-potential women and to build a support network of women leaders. The program targets “ready now” female leaders already in executive positions with 5 to 12 years of managerial experience. Four leadership attribute categories frame the focus area for the program: self-awareness, self-management, social awareness and relationship management. The training and development sessions in 2016 – hosted by female executives from different areas of the business – marked the third year of GM’s five-year plan to increase workforce diversity, with a heavy emphasis on women’s equality in the workplace. This year, we made great progress on a number of fronts.

We are proud of the many women who hold leadership positions across GM, and in 2016 we took another step to encourage women to climb the ladder. Our Executive Presence for Women seminar brought together 300 women to learn how they can elevate their status in the workplace, earn trust and respect and navigate their path to career success.

As Executive Vice President of Global Manufacturing, Alicia Boler-Davis is responsible for the operations of every GM factory in the world.

GM Vice President for Urban Mobility Programs Julia Steyn’s mission is to shape the future of personalized on-demand mobility services like Maven, GM’s new car-sharing service.