



CATALYST ANNUAL REPORT

OUR VISION

CHANGING WORKPLACES.  
CHANGING LIVES.

---

OUR MISSION

ACCELERATE PROGRESS FOR WOMEN THROUGH  
WORKPLACE INCLUSION

OUR VALUES

CONNECT, ENGAGE, INSPIRE, IMPACT

## 2015 HIGHLIGHTS

2015 was a milestone year for Catalyst, and to mark it, we unveiled our new mission statement: Accelerate Progress for Women Through Workplace Inclusion. With this new stake in the ground we highlight a concept we feel is paramount in the workforce and the world today—inclusion.

We believe that inclusive leaders and organizational cultures are essential to winning in the workplace and marketplace. In both areas, changing demographics are increasing the pressure to diversify workforces, leadership teams, and boards. Many organizations no longer need to be convinced they should care about diversity; but they still need solutions to help them make progress, and they value resources that are tailored to their needs.

Our new mission will be visible in everything we do and is especially apparent in our most engaging initiatives: MARC (Men Advocating Real Change), Catalyst Women on Board™, and CatalystX, our massive open online courses hosted on edX.

### Highlights from our 2015 fiscal year include:



**725** PEOPLE PARTICIPATED IN MARC PROGRAMS, AND REGISTRATIONS AT ONTHEMARC.ORG INCREASED BY 39%.



**49%** OF WOMEN ON BOARD™ PARTICIPANTS HAVE BEEN APPOINTED TO A BOARD.

CATALYSTX

**87,000+** TOTAL LEARNERS ENROLLED IN OUR CATALYSTX COURSES. WE LAUNCHED TWO COURSES, RUNNING EACH OF THEM TWICE.



WE HONORED CHEVRON CORPORATION AND PROCTER & GAMBLE WITH THE 2015 CATALYST AWARD.

With these projects and all our other work, we're helping our supporters create the inclusive workplaces we know are good for women, business, and the community. It's exciting, important work, and we look forward to continuing to make change with our supporters and everyone else who supports our mission.



Deborah Gillis  
President & CEO

## FINANCIALS

Catalyst is tax-exempt under section 501(c)(3) of the Internal Revenue Code. Donations are tax-deductible to the extent allowed by law.

The following is an overview of Catalyst's income and expenses for the fiscal year ended August 31, 2015.

<b>Total Support &amp; Revenue:</b>	<b>\$16,872,558</b>
<b>Program Expenses:</b>	
National Education	712,203
Research	2,660,554
Communications	4,891,875
Global Supporter Services	2,021,455
Information Center and Services	1,911,819
<b>Management &amp; General Expenses:</b>	<b>2,137,422</b>
<b>Fundraising Expenses:</b>	<b>2,834,507</b>
<b>Total Expenses:</b>	<b>17,169,835</b>
<b>Total Assets:</b>	<b>28,237,845</b>
<b>Total Liabilities:</b>	<b>2,702,224</b>
<b>Ending Net Assets:</b>	<b>25,535,621</b>

## CATALYST BOARD OF DIRECTORS

### Chair

Peter Voser  
Chairman  
ABB Ltd.

### Secretary

Maggie Wilderotter  
Executive Chairman  
Frontier Communications  
Corporation

### Treasurer

Thomas J. Falk  
Chairman & CEO  
Kimberly-Clark Corporation

Linda Addison  
Managing Partner  
Norton Rose Fulbright LLP

John Bryant  
Chairman, President & CEO  
Kellogg Company

Ursula M. Burns  
Chairman & CEO  
Xerox Corporation

Ian Cook  
Chairman, President & CEO  
Colgate-Palmolive  
Company

Mary B. Cranston, Esq.  
Retired Senior Partner  
Pillsbury Winthrop Shaw  
Pittman LLP

Michael S. Dell  
Chairman & CEO  
Dell Inc.

Jamie Dimon  
Chairman & CEO  
JPMorgan Chase & Co.

William A. Downe  
Chief Executive Officer  
BMO Financial Group

Steve Easterbrook  
President and CEO  
McDonald's Corporation

Cathy Engelbert  
Chief Executive Officer  
Deloitte LLP

Eric J. Foss  
President & CEO  
Aramark

Deborah Gillis  
President & CEO  
Catalyst

Marillyn A. Hewson  
Chairman, President & CEO  
Lockheed Martin  
Corporation

Jacqueline Hinman  
Chairman & CEO  
CH2M HILL Companies Ltd.

Mary Beth Hogan, Esq.  
Co-Chair, Litigation Dept.  
Debevoise & Plimpton LLP

Muhtar Kent  
Chairman & CEO  
The Coca-Cola Company

Chanda Kochhar  
Managing Director & CEO  
ICICI Bank Ltd.

T.K. Kurien  
CEO & Executive Director  
Wipro

A.G. Lafley  
Executive Chairman  
The Procter & Gamble  
Company

Michel Landel  
Group CEO  
Sodexo

Marc B. Lautenbach  
President & CEO  
Pitney Bowes Inc.

Gerald Lema  
Chairman & Managing  
Partner  
Cylon Capital

Sheri S. McCoy  
Chief Executive Officer  
Avon Products, Inc.

Beth E. Mooney  
Chairman & CEO  
KeyCorp

Denise Morrison  
President & CEO  
Campbell Soup Company

Indra K. Nooyi  
Chairman & CEO  
PepsiCo, Inc.

Kendall J. Powell  
Chairman & CEO  
General Mills, Inc.

Stephen S. Rasmussen  
Chief Executive Officer  
Nationwide

Ian C. Read  
Chairman & CEO  
Pfizer Inc

Feike Sijbesma  
CEO & Chairman Managing  
Board  
Royal DSM

Stephanie A. Streeter  
Chief Executive Officer  
Libbey, Inc.

Christopher J. Swift  
Chairman & CEO  
The Hartford Financial  
Services Group, Inc.

Richard K. Templeton  
Chairman, President & CEO  
Texas Instruments  
Incorporated

John B. Veihmeyer  
Global Chairman  
KPMG International

Mark Weinberger  
Chairman & CEO  
EY

## HISTORIC LIST OF BOARD CHAIRS

Thomas C. Mendenhall  
President  
Smith College  
1962 – 1976

Donald V. Seibert  
Chairman of the Board  
J.C. Penney Company, Inc.  
1977 – 1980

Lewis H. Young  
Editor-in-Chief  
Business Week  
1981 – 1984

Charles W. Parry  
Chairman & CEO  
Aluminum Company of  
America  
1985 – 1986

Richard E. Heckert  
Chairman & CEO  
E.I. du Pont de Nemours  
& Company  
1987 – 1988

Reuben Mark  
Chairman & CEO  
Colgate-Palmolive  
Company  
1989 – 1990

John H. Bryan  
Chairman & CEO  
Sara Lee Corporation  
1991 – 1995

J. Michael Cook  
Chairman & CEO  
Deloitte & Touche LLP  
1996 – 1997

John F. Smith, Jr.  
Chairman & CEO  
General Motors  
Corporation  
1998 – 2001

Thomas J. Engibous  
Chairman, President & CEO  
Texas Instruments  
Incorporated  
2002 – 2005

Charles O. Holliday, Jr.  
Chairman & CEO  
DuPont  
2006 – 2008

James S. Turley  
Chairman & CEO  
Ernst & Young  
2009 – 2013

## HONORARY DIRECTORS

Tony Comper  
Retired President & CEO  
BMO Financial Group

Michael J. Critelli  
Retired Chairman & CEO  
Pitney Bowes Inc.

Thomas J. Engibous  
Retired Chairman & CEO  
Texas Instruments  
Incorporated

Ann M. Fudge  
Retired Chairman & CEO  
Young & Rubicam Brands

Charles O. Holliday, Jr.  
Retired Chairman & CEO  
DuPont

Karen Katen  
Retired Vice Chairman  
Pfizer Inc

Ilene H. Lang  
Retired President & CEO  
Catalyst

Reuben Mark  
Retired Chairman & CEO  
Colgate-Palmolive Company

Anne M. Mulcahy  
Retired Chairman & CEO  
Xerox Corporation

Barbara Paul Robinson, Esq.  
Retired Partner  
Debevoise & Plimpton LLP

James S. Turley  
Retired Chairman & CEO  
Ernst & Young

G. Richard Wagoner, Jr.  
Retired Chairman & CEO  
General Motors Corporation