

Stanley Black & Decker Joins Paradigm for Parity® Coalition To Address Leadership Gender Gap In Corporate Leadership
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NEW BRITAIN, Conn., March 6, 2020 /PRNewswire/ -- In honor of International Women's Day on March 8, Stanley Black & Decker announced that it has joined the Paradigm for Parity® movement, a coalition of business leaders dedicated to addressing the leadership gender gap in corporate America. As part of the company's participation, Stanley Black & Decker is supporting Paradigm for Parity® coalition's call to action for gender parity in corporate leadership by 2030.

"I truly believe in the power of inclusion and I am committed to creating a workplace at Stanley Black & Decker where women can thrive," said Stanley Black & Decker President and CEO Jim Loree. "Gender diversity in leadership and across our full workforce is essential to helping us achieve our bold business ambitions and is an essential component of our company's Purpose – For Those Who Make The World. We are proud to partner with the Paradigm for Parity® movement to accelerate the pace of achieving gender parity both in our company and around the world."

Stanley Black & Decker has committed to the coalition's 5-Point Action Plan that defines bold and specific actions that will help catalyze change and enable today's business executives to secure the best leaders of tomorrow. The action plan includes:

- Minimize or eliminate unconscious bias;
- Significantly increase the number of women in senior operating roles;
- Measure targets at every level and communication progress and results regularly;
- Base career progress on business results and performance, not on presence; and
- Identify women of potential and give them sponsors, as well as mentors.

"The Paradigm for Parity® coalition is proud to welcome Stanley Black & Decker to our growing list of companies that have committed to achieving gender parity in corporate leadership," said Sandra Beach Lin, co-chair of the Paradigm for Parity® coalition. "Stanley Black & Decker's vision to create a dedicated, engaged, inclusive and collaborative workforce is right in line with the values and mission of the coalition. We look forward to working with the company to create a culture where women and men of all races, cultures and backgrounds have equal power, status and opportunity."

Stanley Black & Decker is focused on efforts to attract, retain, promote, and develop more women across its entire workforce and continues to strengthen its policies and programs that mitigate bias, enable a culture of inclusion, and promote workplace flexibility. The company's Women's Network Employee Resource Group provides women a community where they are empowered to engage directly with executive sponsors and female leaders, pursue career advancement and leadership opportunities, and access resources to support career development. The company also leverages its participation in external forums, such as the Business Roundtable Diversity & Inclusion Index and the CEO Action for Diversity & Inclusion to advance diversity and inclusion within its own workforce and across the business community.

To learn more about Stanley Black & Decker's diversity and inclusion strategy, please visit:
<https://www.stanleyblackanddecker.com/social-responsibility/diversity-inclusion>

More information about the Paradigm for Parity® coalition and how to become a part of the movement is available here: <https://www.paradigm4parity.com/>

About Stanley Black & Decker:

Stanley Black & Decker is a purpose-driven, \$14 billion revenue industrial organization. Stanley Black & Decker has 60,000 employees in more than 60 countries and operates the world's largest tools and storage business, the world's second-largest commercial electronic security services company, a leading engineered fastening business as well as Oil & Gas and Infrastructure businesses. The company's iconic brands include Black & Decker, Bostitch, CRAFTSMAN, DEWALT, FACOM, Irwin, Lenox, Porter Cable and

Stanley. Stanley Black & Decker is a company for the makers and innovators, the craftsmen and the caregivers, and those doing the hard work to make the world a better place. Learn more at www.stanleyblackanddecker.com.

About the Paradigm for Parity® Movement:

The Paradigm for Parity® coalition is comprised of CEOs, senior executives, founders, board members and business academics who are committed to achieving a new norm in corporate leadership: one in which women and men have equal power, status, and opportunity.

The coalition created the Paradigm for Parity® 5-Point Action Plan for corporations to accelerate the pace of gender equity in senior executive roles. This unique agenda defines bold and specific actions that, taken together and simultaneously implemented as a package, will catalyze change and enable today's business executives to secure the best leaders of tomorrow. Visit www.paradigm4parity.com or follow us on Twitter using [@p4parity](https://twitter.com/p4parity) to learn more about this exciting initiative.



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