

cartus marks international women's day

"what does it mean to be a woman in today's global mobility industry?"

"As the companies we work with are quickly adding flexible choices to policy to meet changing employee needs, it is critical to remember that in 2024 there is still a wide gender gap for international opportunities ([Mercer](#) cites only 14% of employees on international assignments are women). To be in a unique industry role, where I can design innovative ways for our clients to bridge this gap, whether it is a new (and popular) benefit to support single parents or our focus on adding inclusion to the selection process, raising awareness around unconscious biases in deciding who gets opportunities, it makes me excited to come to work each day and be a part of the solution. For anyone ready to tackle their mobility population's gender gap in global mobility – let's go!"

– **Lisa Johnson**, Director, Global DEI Solutions, US



"I've worked in the mobility industry for almost 20 years and had the privilege to work for some great leaders who exemplify diversity and inclusive leadership and with some who were good examples of how not to do it! The industry has definitely changed in that time, being a solo female business traveller is no longer as uncommon and we see more companies critically examining their programs to ensure opportunities truly are available to everyone. There is though always more to do, so I continue to speak up when something doesn't seem right and encourage those around me to do the same so that we all hold ourselves accountable for bringing about change."

– **Sarah Briggs**, Director, Global Talent Mobility, UK



"Where I'm based in Asia, Cartus has always been an inclusive organisation. My work and contribution get recognised and I appreciate that from my stakeholders. My gender has not limited my ability to bring value to each of my client's organisation and mobility program. For that, I'm grateful to be who I am, where I am."

– **Jo-Lynn Wee**, Senior Director, Global Talent Mobility, Singapore



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“what does it mean to be a woman in today's global mobility industry?”

“It is crucial to recognize the dynamic role women play in the global mobility/relocation industry. As a diverse candidate, being a woman in this field means breaking barriers and reshaping norms. It involves navigating cultural nuances, and embracing diversity, and championing inclusivity in every relocation journey. From fostering connections to drive change, women bring a unique perspective that enriches the fabric of the global mobility landscape, empowering individuals and communities worldwide. While we are an industry dominated by women (a recent Cartus survey shows 70%), many across global mobility do not occupy positions of power. We have made progress over the years however we still have a long journey ahead of us. Today we celebrate the resilience, strength, and continuity of women, shaping the future of mobility through such initiatives as the [WERC-sponsored Upward Mobility program](#), which gives underrepresented students an opportunity to learn from the industry and grow as mobility professionals.”

– **Karen Wilks**, VP, Strategic Growth, US



“Less than ten percent of the Fortune 500 companies have a woman as a CEO. Across the top ten relocation companies, this increases to 30%, with executive teams across these companies being fairly balanced at 50% women. While the CEO role is still not equally balanced, I think we have done a good job in the relocation industry of fostering women in leadership roles. Across my portfolio of prior clients, teams and prospective clients, the ratio is quite heavily female balanced with approximately 75% women in these roles. When looking at this data, I see a disparity between women working in the industry but not being chosen or pursuing the highest levels of executive leadership. From my perspective as a coach, former executive and mentor, I see my role as someone who fosters the ambition and passion my female mentees have in them. In every interaction I aim to identify the roadblocks that they see and help them uncover others that they may not see, to help them be the very best version of themselves and pursue their dreams!”

– **Michele Brescia**, Director, Strategic Business Development, US



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"what does it mean to be a woman in today's global mobility industry?"

"With more flexibility and opportunities for women to take on global roles in organisations, now is a fortuitous time to be a woman in the global mobility industry. For me, to be able to influence, shape and challenge current and future client policies to be inclusive, diverse and broader reaching is so empowering. Being able to bring a different perspective to the global mobility landscape through a new lens puts me in the driving seat to continue to push boundaries, challenge the norms and advocate for women in the industry with the goal of creating career and networking opportunities for those to follow."

– **Jennifer Dyer**, *Manager, Global Talent Mobility, UK*



"I am delighted to be part of the mobility family, representing the voice of women, infusing creativity, diversity, and authenticity into this dynamic industry. Through my work, I aspire to make meaningful contributions, effecting positive changes for internal stakeholders, our clients, and their relocating employees and families."

– **Racheal Foo**, *Branding and Communications Manager, Singapore*



"As a woman in today's global mobility industry, we have the ability to inspire others and prove that success is attainable. By gracefully managing both professional and personal aspirations, you create opportunities for others to witness what is achievable. I am energized and proud to be surrounded by so many amazing women doing this every day in our industry."

– **Marilynn Giglio-Knapp**, *VP, Global Talent Mobility, US*



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mobility matters
the official cartus podcast