Workforce brakdown

Gender

At Grupo Bancolombia, our diversity, equity and inclusion strategy aims to empower women in the organization to identify and claim what they want to be on a personal and professional level. Thus, promoting the necessary steps to achieve it, according to their life stage.

Permanently monitoring the behavior of these numbers allows us to adjust our strategies based on the results. For example: experiments using behavioral science, applied research on female leadership, and mentoring to strengthen women's empowerment.

To continue evolving and consolidating our strategy, it is essential to have a distribution by gender in each of the positions: at operational, professional, and managing levels. It can be evidenced in the goals set for the year 2023, which are as follows.

Resultado 2022

Meta 2030

60% 55%

Proportion of women in the workforce.

52% 50%

Proportion of women in leadership roles: Proportion of women in all management positions, including juion, middle, and senior management (as % of total management positions).

55% 52%

Proportion of women at junior level: Proportion of women in junior management positions, i.e., the first management level (as % of total junior management positions).

Proportion of women in senior management: Proportion of women in senior management positions, i.e., a maximum of two levels above the executive director or comparable positions (as % of total senior management positions).

58% 58%

Porcentage of women leaders in the sales force: Proportion of women in managerial positions in revenue-generating functions, e.g., sales (as % of all such managers, i.e., excluding support functions such as HR, IT, legal, etc)

Proportion or women in STEM-related positions.

