

In 2023, only 10.4% of Fortune 500 CEOs were women—and just two were Black women.

SEEN, BUT NOT SAFE: THE LAYERED REALITY OF BEING A BLACK WOMAN AT WORK

Despite being one of the most educated demographics, Black women are paid just 63 cents for every dollar paid to white men. We're more likely to be over-mentored than sponsored, and often asked to lead from the sidelines without the title, authority, or pay that reflects our contributions.

But beyond the statistics is the lived experience. We carry the weight of representation, having the double bind of hypervisibility but also feeling invisible. Asked to bring "diversity," but not too much difference. Race is rarely named, yet always felt in how our tone is policed, our hair is questioned, and our ideas are overlooked until repeated by someone else.

There's also the burden of being the "only one" in the room, an unspoken pressure to represent not just yourself, but an entire group. And while race may not be explicitly discussed, it's always present. It shows up in who gets the benefit of the doubt, whose leadership style is respected, and who is assumed to "fit" the culture.

True inclusion can't rely on our resilience alone. It requires a shift in culture, behavior, and systems. If you genuinely want to create a workplace where Black women thrive, here's how you can start:

What True Inclusion Looks Like

1. Don't just hire—sponsor. It's not enough to give a seat at the table; pull others in when no one's watching. Mention our names in rooms we're not yet in. Create pathways for access.

2. Believe our experiences. If we speak up about microaggressions, exclusion, or discomfort, resist the urge to downplay it. Just because you haven't seen it doesn't mean it isn't real.

3. Make space for different styles of leadership. Don't hold Black women to a single mold. Let us be strategic, warm, visionary, direct, quiet, or bold without reading it through a biased lens.

4. Challenge outdated definitions of professionalism. Ask who defined the standard. If authenticity is a value, why does it only show up comfortably in some bodies? Celebrate difference beyond the surface.

5. Be active, not passive. True allyship isn't silent. It speaks up when it's uncomfortable, when we're not in the room, and when it's easier to stay neutral.

NEW SIX TRIPLE EIGHT SCREENING DATE: JULY 17TH

Time: 20:00

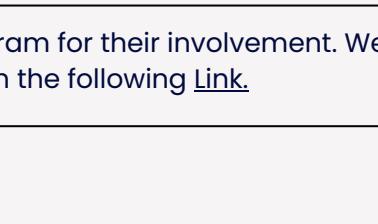
Location: The president of the club will be hosting in the address Carrer d'Alfons XII 34, Estudio 2, Sarrià

The esade
MBA | Women in Business
& Allies Club

IN COLLABORATION WITH



PRESENTS



MENTORSHIP PILL

We thank all participants of the Mentoring Program for their involvement. We kindly invite you to share your feedback through the following [Link](#).

CAREERS MONTHLY PILL

2025 Full Time Job Market Outlook

For experienced professionals, the 2025 job market demands agility, skills-focused positioning, and regional awareness. Despite global hiring contractions, there are clear opportunities for those who can demonstrate leadership, adaptability, and a strong command of in-demand capabilities.

Global Trends	Hiring Trends by Region	Hiring Trends by Industry
<p>Skills-Based Hiring Takes Priority Employers are increasingly selecting candidates based on demonstrated skills rather than tenure or academic credentials. Job postings requiring set years of experience have decreased, while technical, digital, and strategic competencies are in high demand.</p> <p>Remote and Hybrid Work is the New Normal Flexibility remains a standard expectation. Hybrid and remote arrangements are widespread in consulting, technology, and finance.</p> <p>AI and Automation in Recruitment Artificial intelligence is reshaping hiring processes. Candidates must be digitally literate and comfortable navigating tech-driven recruitment systems.</p> <p>Sustainability Drives Growth The green economy is expanding across regions, especially in Europe and North America. Roles in ESG and sustainability strategy are emerging as core MBA career tracks.</p>	<p>North America: Hiring has declined by 6 percent overall. However, there is strong demand in states such as Texas, Florida, and Georgia. In contrast, California and New York show signs of slowdown, particularly in technology and finance.</p> <p>EMEA (Europe, Middle East, and Africa): Overall hiring is down 10 percent. Nonetheless, select industries—consulting, renewable energy, and tech—are growing, especially in Western Europe and urban innovation hubs.</p> <p>APAC (Asia-Pacific): This region faces the sharpest contraction, with a 25 percent decline in hiring. Exceptions include India and Singapore, where technology and financial services remain relatively active.</p> <p>Latin America: Hiring is down by 11 percent. Still, resilience is visible in consumer goods, logistics, and select B2C sectors, particularly in countries with stable economic outlooks.</p>	<p>Technology and Data: Moderate to high hiring continues, especially in product management, data analytics, and AI operations. Active markets include Texas, India, and European tech hubs.</p> <p>Consulting: Hiring remains stable to strong, with high demand for strategy, digital transformation, and operations roles in EMEA, the US, and India.</p> <p>Finance: The sector is relatively stable in regions like London, New York, and Singapore. However, hiring in California and broader APAC markets is slower. In-demand roles include fintech, corporate finance, and risk management.</p> <p>Green and Sustainability Roles: Growing across EMEA, the US, and Nordic countries. MBAs with ESG credentials and sustainability leadership experience are in high demand.</p> <p>Consumer Goods: Steady demand in Latin America, the US, and parts of Europe. Roles in brand strategy, marketing, supply chain, and operations are particularly relevant.</p>

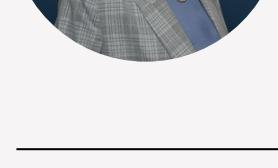
Strategies to Stand Out:

- Networking, Networking & Networking
- Highlight Skills, Not Just Experience
- Customize Each Application
- Show Leadership and Agility
- Prepare for Skills-Based Interviews
- Stay Current with Market Demands
- Engage Early with Recruiters

While 2025 presents a more selective job market, professionals with a strong value proposition, targeted strategies, and the right network can thrive. Focus on skills, flexibility, and industries showing resilience. By aligning your personal brand with market demand, you can unlock meaningful career opportunities in an increasingly competitive landscape.

Sources: *Hire Heroes USA*, *Ultimate Recruitment*, *Aura*, *BusinessBecause*, *Goalisb*, *Indeed*.

ESADE BLACK IN BUSINESS AND ALLIES CLUB FEATURE



Name: Efe Aikpokpo

Position: MBASA Communications VP

Background: My background is in marketing and communications. I joined MBASA because I believe in the power of community and wanted to be part of shaping an MBA experience that feels inclusive, vibrant, and meaningful. For me, it's about creating spaces where people feel seen, supported, and inspired to show up as their full selves. I also saw MBASA as a platform to grow as a leader, contribute my creativity and communication skills and be part of something bigger during my MBA journey!!