



California Coalition on
22ND Workers' Compensation
ANNUAL CONFERENCE
LEGISLATIVE & EDUCATIONAL FORUM

WOMEN IN WORK COMP: A 2026 PERSPECTIVE

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July 7, 2026

INDUSTRY INSIGHTS

- **Key terms**
 - » Bias
 - » Equality, Equity, Inclusion
- **Legal, Risk Management, and Legislative – General Statistics**
 - » Male to female composition of the industry
 - » Overcoming bias and common misperceptions
 - » Standing your ground while building relationships



OUR STORIES ARE ALL STORIES

- Lessons learned along the way
- Reaching higher
 - » The Ambition Gap: Recent Women in the Workplace Report 2026 data reveals a decline in women wanting promotions. However, this is largely a reflection of burnout and limited upward paths; when women receive the same career support as men, this gap disappears.
 - <https://www.flipsnack.com/78C9ACFF8D6/women-in-the-workplace-2025>
- Understanding success
 - » Fighting Imposter Syndrome
- Extending the ladder down
 - » Sponsorship vs Mentorship, same authenticity, different expectations
 - » Representation at every level of the corporate pipeline
 - » Commitment from senior leaders to provide fair opportunities and an inclusive culture
 - » Hiring and promotion opportunities



PERSPECTIVES FOR 2026 AND BEYOND

- What does it mean to be a professional woman in workers' compensation today?
- Challenges
 - » Perception-Progress Gap:
 - There is an ongoing disconnect between companies claiming their workplaces are inclusive and the actual structural hurdles women face in culture and promotion
 - » Hybrid / Remote work
 - Women who work remotely are less likely to have a sponsor and far less likely to have been promoted in the last two years than women who work mostly on-site. Men receive similar levels of sponsorship / promotion regardless of where they work.
- Opportunities
 - » Flexible hours / hybrid positions
- What to keep in mind working with women, for women, and supervising women
 - » Advocate for **transparent promotion processes** to help close gaps.
 - » Champion **work-life equity** and destigmatize caregiving.
 - » Actively **nominate qualified women** for stretch assignments, leadership roles, and AI training opportunities



Thank you!



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