Help Your Business Succeed by Helping Women Succeed

Your Action Plan

Tip #1: Assess Yourself

- https://implicit.harvard.edu/implicit/

Tip #2: Assess Your Company

- What percentage of women vs. men are:
    - Recruited? Promoted?
    - In Senior Leadership? In Management?
    - Participating in career development activities, including mentoring?
    - Have sponsors?
- Are women compensated equally?
- Do your employees think the company is serious in its effort to recruit, develop, and retain women?
- Are any top leaders' public sponsors?

Tip #3: Create Structures for Success

- A formal mentoring program
- Training for supervisors and managers
- Flexible work arrangements (without barriers)
- ROWE (a results-only work environment)
- Formal compensation policies with clear criteria

Basic Practices for Improving Gender Diversity

- Track representation by:
  - Gender
  - Race
  - Gender & race Combined
- Set representation targets by:
  - Gender
  - Race
  - Gender & race Combined
- Share and majority of gender diversity metrics with employees
- Hold senior leaders accountable for progress on gender diversity metrics

Steps for Minimizing Bias in Hiring and Promotion

- Set diversity targets
- Use automated resume screening tools to reduce bias
- Require diverse state of candidates to be considered
- Set clear, consistent evaluation criteria before the proves begins
- Require unconscious bias training for employees involved
- Provide reminders about how to avoid unconscious bias before the process begins
- Track outcomes to check for bias

Source: *Women in the Workplace 2018*, Mckinsey & Company; Lean In