



10 ACTIONS TO BUILD WORKPLACES THAT WORK FOR *Women*

1

BUILD AN INCLUSIVE CORPORATE CULTURE.

If advancing women is the “what,” inclusion is the “how” you get that done.

2

INCENTIVIZE INCLUSIVE LEADERSHIP.

Reward inclusive behaviors and have a zero-tolerance policy for exclusionary ones.

3

SHINE A LIGHT ON WOMEN OF COLOR.

Develop specific goals for advancing women of color and make leaders accountable for achieving them.

4

ENGAGE MEN AS CHAMPIONS.

Since men run about 95% of the most powerful companies, things will only change if we engage powerful male sponsors.

5

UNLOCK “HOT JOBS” TO HELP ACCELERATE WOMEN’S CAREERS.

Make sure women have access to P&L positions and the high visibility, mission-critical roles and international experiences that are critical to advance.

6

SHAKE UP YOUR BOARD.

Review recruiting policies and go outside your regular network of contacts to find diverse candidates so your board truly reflects the consumers and communities it serves.

7

UNMASK UNCONSCIOUS BIAS.

It exists everywhere. Tackle it head-on and organization-wide with mandatory training.

8

GET REAL ABOUT GENDER, RACE AND ETHNICITY.

Communicating openly and authentically across differences is critical to creating a powerful culture of inclusion.

9

CLOSE THE WAGE GAP. IMMEDIATELY.

Women work 100%. On average, they make about 82% of what men earn. Do an audit to see if you have a wage gap. Then implement policies and processes to close it and keep it closed.

10

PRIORITIZE PRODUCTIVITY OVER PHYSICAL PRESENCE.

Flexible work environments are good for people and organizations, plus they can help attract top talent and reduce turnover.

CATALYST CEO
**CHAMPIONS
FOR CHANGE**



Let's build a future where we use
100% of the talent, 100% of the time.
It's good for business and it's the right thing to do.

LET'S GET TO 100%

Join us: catalyst.org/champions