SUMMARY: Strategic Framework for Women's Career Advancement

SETTING THE FOUNDATION:

Organizational Culture

PREPARING THE PATH:

Talent Selection/ Performance Management

NAVIGATING THE PATH:

Leadership Development

SUPPORTING THE PATH:

Work-Life Supports

OBJECTIVES

- Engage leaders in building a culture that values gender equity and women's advancement
- Redefine and expand the paths and criteria for advancement
- Ensure equitable evaluation & rewards
- Create a culture that supports learning & development
- Enable women to expand their networks
- Build leadership skills, organizational knowledge
- Recruitment and retention of top talent
- Engagement and productivity
- Business continuity

STRATEGIES

- Understand the organization's culture and women's workplace experience
- Mitigate unconscious bias
- Engage men as allies
- De-biased talent identification processes and performance evaluations
- Access to line experience/ special assignments
- Sponsorship

- Mentoring
- Developmental networks
- Leadership training/women-only training
- Flexible work arrangements
- Parental/Family Leave
- Child/elder care benefits
- Return-to-work programs

KEYS TO SUCCESS

- Use data to assess culture and women's perceptions of the workplace
- Learn to identify and address unconscious bias
- Ensure adequate input from underrepresented groups
- Objective criteria focused on outcomes
- Access to experience valued for advancement
- Access and visibility to senior leaders
- Broad participation from the top
- Formal and informal mechanisms
- Meets the needs of a diverse workforce
- Meets the needs of employees at various life stages.
- Programs/benefits equally available and utilized by women and men
- Adequate manager training/support