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.
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

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