

# FULL LIST OF THE 40 FACTORS THAT INFLUENCE ADVANCEMENT

## BOLD LEADERSHIP

- **Gender diversity is a priority for management\***
- **A diversity target or goal is shared outside the organization\***
- **The organization clearly states gender pay-gap goals and ambitions\***
- Progress on gender diversity is measured and shared with employees
- Leaders are held accountable for improving gender diversity
- A diversity target or goal is shared inside the organization
- The leadership team is diverse

## COMPREHENSIVE ACTION

- **Progress has been made in attracting, retaining and progressing women\***
- **The company has a women's network\***
- **The company has a women's network open to men\***
- **Men are encouraged to take parental leave\***
- Employees trust that the organization pays women and men equally for the same work
- The proportion of women in senior leadership has increased over the last five years
- The organization is fully committed to hiring, progressing and retaining women
- Progress has been made in improving gender equality in senior leadership
- There is a clear maternity policy in place
- Women are encouraged to take maternity leave
- There is a clear parental policy in place
- The organization hires people from a variety of backgrounds
- Leaders take action to get more women into senior roles

**\*Cultural Drivers**



**When  
she rises,  
we all rise.**

## METHODOLOGY

### AN EMPOWERING ENVIRONMENT

- **Employees have never been asked to change their appearance to conform to company culture\***
- **Employees have the freedom to be creative and innovative\***
- **Virtual/remote working is widely available and is common practice\***
- **The organization provides training to keep its employees' skills relevant\***
- **Employees can avoid overseas or long-distance travel via virtual meetings\***
- **Employees can work from home on a day when they have a personal commitment\***
- **Employees are comfortable reporting sex discrimination/sexual harassment incident(s) to the company\***
- Employees feel trusted and are given responsibility
- Employees have the freedom to be themselves at work
- Leadership has a positive attitude toward failure
- Leaders set a positive example around work-life balance
- Networking events with company leaders take place during office hours
- Employees can decline a request to work later without negative consequences
- Employees can decline a request to attend early-morning/late-evening meetings without negative consequences
- Sex discrimination/sexual harassment is not tolerated at work
- The company has made progress in reducing tolerance of sex discrimination or gender-biased language
- Company training times and formats are flexible
- Supervisors respond favorably to flexible working requests
- The organization respects employees' needs to balance work with other commitments
- The organization has made progress on building a workplace where no one feels excluded

#### \*Cultural Drivers