



Accelerating gender equality

# Practical Tips

For leaders to progress  
gender equality  
in your organisation

We asked our Shape Talent network for their tips and advice to CEOs to help with practical ways to address gender inequality. How many of these tips do you currently practice?

Autumn 2022

## 1. Your perspective

An understanding of your own perspective as a leader allows you to consider your orientation to gender equality and what's important for you to role model.

- ☐ What goals am I prepared to set myself in the next 12 months to advance gender equality – in and out of work?
- ☐ Are our organisation's decision makers representative of our diversity? If not, how can they be?
- ☐ How do I hold my leadership team accountable for advancing gender equality?
- ☐ What have I done personally in the last 12 months to advance gender equality?
- ☐ How can I make sure my actions match my intent when it comes to championing gender equity?
- ☐ Who gets critical career experiences and opportunities and how can we ensure equity is a consideration?
- ☐ Does my company culture reflect the future I want for my children?
- ☐ Am I clear on where the organisation is in its EDI journey?
- ☐ Does my organisation take seriously the feedback from women or concerns raised about gender-based exclusion?

## 2. Your systems and culture

A review of your organisation's systems and processes allows you take stock of the practical changes you can make to address inequality.

- ☐ Is your organisation's c-suite pipeline diverse? If not, what changes can be made to make the pipeline more diverse?
- ☐ Is your parental leave gender-specific, or equal?
- ☐ Are there visible repercussions for discriminatory behaviour?
- ☐ Is flexible working the default for all roles?
- ☐ Is there a bias when it come to who speaks and gets a platform in meetings? Consider using Equal Time, a free Google extension that helps with monitoring airtime, interruptions and monologues in meetings.
- ☐ Can you schedule meetings that are considerate to the needs of parents and families, to help promote gender equality at home?
- ☐ Is diversity considered when planning decision forums and meetings?

## 3. Your actions

Taking visible action signals your support for gender equality, a powerful way to drive change throughout the organisation.

- ☐ Implement a balanced candidate slate requirement for every job vacancy.
- ☐ Ask the women in your organisation how you as a leader can support their inclusion.
- ☐ Make a stand against all-male events or panels. Challenge organisers to do better.
- ☐ Define and put in place tangible and measurable EDI goals.
- ☐ Role model a balanced lifestyle so that it doesn't feel like senior leadership roles have to come at a cost to family life.
- ☐ Sponsor women: help to raise their visibility and protect their reputation.
- ☐ Share the domestic load at home.
- ☐ Create safe spaces for people to speak up.
- ☐ Share the spotlight with women.