

Recommendations

For leaders committed to making change.

1. Have integrity and walk the talk. If you are challenging others to do more, make sure they can see your progress too. Are you calling for more senior women to be recruited? What proportion of your direct reports are women? What can you do about it?
 - See Colin Grassie's casestudy.
2. Know the organisational business case. Champion it.
 - See Graham Wright's casestudy.
 - See the Opportunity Now toolkit on the [business case for gender diversity](#)
3. Make sure that people in each part of your organisation are clear about how diversity can contribute to them meeting their objectives.
4. Know how your gender equality work fits with the organisational vision and values, and communicate it.
5. Be prepared to challenge entrenched ways of working where they are blocking progress. See the Opportunity Now toolkit on [changing organisational culture](#).
6. Keep up to date with best practice and innovation.
 - Sign up to the Opportunity Now newsletters
 - Keep an eye on debates in the news about issues such as women on boards, equal pay, agile working.
7. Build visible authenticity through volunteering or CSR work. Support causes that help tackle the social roots of women's inequality. This will also help build networks with thought leaders that you can draw on for inspiration in the day job.
8. Actively support formal or informal employee networks in the organisation. Be a mentor and support mentoring and sponsorship for under represented groups.
 - Contact the chair of your women's network or see our [check list](#) for setting up a women's network.
 - Get your organisation signed up to a mentoring scheme, so your employees have access to mentors, and you can access training in becoming a mentor yourself.
9. Be aware of the stereotypes, assumptions and judgements you make about different groups and what you can do to minimise the negative impact of these. What assumptions will people make about you?
 - Consider undertaking unconscious bias training.
10. Keep going. Challenging the status quo and achieving change doesn't always happen quickly. Visible, powerful champions are vital to delivering the business benefits of diversity.



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Further information.

Gender Champion [toolkit](#).

Are you a great inclusive leader? Answer our [self assessment questions](#).

Resources for Diversity practitioners

See our checklists for [Changing Organisational Culture](#) and [Mainstreaming Diversity](#) for more guidance on how to embed diversity in your organisation.

Contact us

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Opportunity Now is the gender campaign from:



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