

Purpose of the roadmap is to provide clear guidance and direction on action(s) and investment(s) requirement to realize the full impact of eliminating barrier(s) to accelerate gender parity in your respective organization. Activity phases delineate levels of sophistication and the migration from an internal to an external focus leading Collaborative members to be role models for other industries.

Use: aggregate roadmap data is used to install accountability and track progression of companies towards our ultimate goals. Roadmap data is assumed *directional* in nature and is not directly tied to company specific plans, budget and/or commitment. Once company status is assessed, executive(s) work within their company to identify immediate vs long term opportunities.

Phase	Roadmap milestone	Select/circle the number that best represents the current state of your organization*	Immediate action / opportunity	Longer term opportunities
1	Completing assessment of current employee data on WOC representation in leadership and progression rates. Ensuring awareness of company data with key stakeholders.	0 1 2 3 4 5 6 7 8 9 10		
	Assessing current environment and company culture. Ensuring awareness of results with key stakeholders.	0 1 2 3 4 5 6 7 8 9 10		
2	Implementing awareness / "training" program for senior and mid-level leadership (directors and above) focused ensuring gender and racial [cultural] parity in all resourcing and talent management decisions.	0 1 2 3 4 5 6 7 8 9 10		
	Ensuring processes and practices affording WOC the same access to and advocacy of executive leadership, sponsors and mentors.	0 1 2 3 4 5 6 7 8 9 10		
	Investing appropriately in education, communicate and organizational practices which foster an environment of inclusion and tolerance for employees.	0 1 2 3 4 5 6 7 8 9 10		
	Recognizing, communicating and celebrating role models demonstrating the right behaviors within the organization which stimulate behavioral change supporting WOC goals.	0 1 2 3 4 5 6 7 8 9 10		
3	Ensuring practices and policies within the organization fuel collaboration across initiatives and communities accelerating the advancement of all women.	0 1 2 3 4 5 6 7 8 9 10		
	Collaborating and/or partnering with external groups/ associations/ community committed to advancing WOC.	0 1 2 3 4 5 6 7 8 9 10		
	Company supporting/participating in broader research initiatives which advances the body of knowledge regarding multicultural women in today's workforce.	0 1 2 3 4 5 6 7 8 9 10		

* 0 Not considered at the moment | 1–2 Under consideration/evaluation | 4–5 Budgeting/Implementation | 6–7 Activity completed | 8–9 Impact measurement | 10 Sustainable impact