

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
Phase 1 Set Clear Goal	CEO & Leadership team agree to specific and measurable gender parity goal and to leverage company incentive system(s) to achieve these goals	0 1 2 3 4 5 6 7 8 9 10		
	Do we have clear, measurable (and bold) gender parity goals or aspirations with near term performance milestones?	0 1 2 3 4 5 6 7 8 9 10		
	Do we have a scorecard and tracking mechanisms to measure performance* vs stated goal? (*Performance defined as distance between current stated and stated goal)	0 1 2 3 4 5 6 7 8 9 10		
	Are our employee populations aware of our goals, action plan and performance through clear and impactful communication?	0 1 2 3 4 5 6 7 8 9 10		
Phase 2 Connect to performance expectations	Are our gender goals clearly integrated into performance expectations and incentivized?	0 1 2 3 4 5 6 7 8 9 10		
	Are our gender goals incentivized effectively within our organization hierarchy levels to be effective?	0 1 2 3 4 5 6 7 8 9 10		
Phase 3 Connect deeper for greater impact	Can we take steps to implement a stronger connection to drive greater impact?	0 1 2 3 4 5 6 7 8 9 10		
	Are we a strong industry advocate externally for incentivizing gender parity progress?	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