Ideas to make a difference:

Change Workplace Culture

Ensure Balanced Shortlists

Start Sponsoring

Build Talent Pipeline

Champion Agile Working

Encourage Shared Parental Leave

How to go further:

- **Undertake an evaluation of your recruitment processes**

- **Record and review metrics that** will determine success of diversity hiring to each level due to shortlisting initiative and interventions

- **Proactively encourage** people to sponsor those not like themselves **- be inclusive!**

- **Aim for 30% of shortlists** to be women

- **Make an explicit commitment** to gender balance in governance charters to improve workplace culture and business performance