

Examples of Employer Best Practices that Empower Women at Work

Advancing Women in Leadership

- Career Advancement Initiatives - There is a formalized leadership development for women, executive development programs and/or staff training programs and opportunities for promotion within the organization. Examples include mentoring programs, leadership coaching and/or networking programs.
- Corporate Board Placement - The organization has a process and demonstrated a concerted effort to represent women and minorities on its board of directors/trustees.
- Shattering the Glass Ceiling - Women are well-represented in upper management and executive positions in the organization and/or have made significant strides in recent years as a result of intentional efforts on the part of the employer.

Progressive Workplace Strategies

- Work/life Balance - The organization provides benefits and work flexibility to improve the balance between employees' work life and personal life. Examples include flextime, job-sharing, telecommuting, compressed work schedules, family leave, child care and elder support, sick child/personal days, benefits for part-time employees, paid maternity leave, domestic partner benefits.
- Work Environment - The organization has demonstrated initiatives that provide for a progressive work culture and improve the work environment for its female employees. These initiatives might include a comprehensive inclusion/diversity program or active and ongoing sexual/racial harassment prevention programs.

Women in Nontraditional Occupations

- The employer recruits, retains and advances women in positions not traditionally held by women, such as skilled trades and apprenticeships, information/technology, mathematics or science. (A nontraditional occupation is defined as women making up 25% or less of the defined occupation.)

Opening Doors of Opportunity

- This employer will have made significant efforts in the areas of hiring women who come from disadvantaged situation and give them that crucial first support in reaching their goals of self-sufficiency. Employer-supported efforts could include welfare-to-work initiatives, targeted workforce development activities and/or implementation of specific recruitment and retention practices for the targeted population.