**Women’s Corporate Bill of Rights**

The Women’s Corporate Bill of Rights guarantees:

* **Equity**. An equal number of women will be given a seat at the executive *and* board tables. This will include 50 percent of the women employees in entry-level and mid-management positions.
* **Priority in advancement**. Women shall be given priority regarding promotions until such time as parity is reached company-wide, with internal promotions of women employees having priority over outside hires. Should outside hires be necessary, women candidates shall have priority until parity is reached.
* **Family-friendly policy enforcement**. It shall be company policy that women will not be discriminated against or be held-back from career advancement should they choose to have children; *parental leave will be respected as part of a new corporate cultural imperative.*
* **New corporate performance metrics**. Revised metrics of corporate performance that in addition to ROI or ROA, includes performance improvement on gender parity and equity policies, as well as member and employee awareness of specific DEI related programs and initiatives.
* **Formal mentoring program**. A mentoring program shall be instituted whereby all senior executives shall mentor two female employees at any employee level for a period of at least six months.
* **Executive sponsor program**. Every woman aspiring to a leadership role will be assigned an Executive Sponsor.
* **Recognizing and valuing emotional intelligence skills**. Leadership job postings and Ideal Candidate Profiles should include emotional intelligence and empathy skills, not just traditional business attributes, such as math, economics, analytics, and accounting.
* **Concise job descriptions**. All job descriptions will be clear, concise, and complete.
* **Objective promotion criteria**. Written-out, clear, objective criteria for promotions and salary increases, which are gender neutral will be published.
* **Eliminate age-related inquiries**. All job applications will be anonymized and scrubbed of any age-related information from receptionist to C-suite jobs. If you cannot tell in the interview of qualified candidates, you shouldn’t be asking. The object is to eliminate exclusion from the interview process based on declared age alone.
* **Vendor/Business Partner screening and qualification.** To ensure the companies your credit union does business with have similar values and a call to action to create gender parity, a screening process should be instituted to qualify them on the basis of your credit union’s stated DEI policies and corporate values. Create a waterfall effect through your actions engaging with others outside your organization.
* **Monthly parity meetings**. Monthly *executive* meetings shall be scheduled to specifically discuss parity in the credit union, with women of all work levels encouraged to attend and be heard.
* **Professional development plans**. Individual development plans will be created *(a collaboration of* executive, HR, and women employees) to discuss practical ways of helping women employees move into executive positions.
* **Transparency regarding gender diversity statistics**. The EEO-1 report, prepared by all companies required to gather this data under legislation, will be available to all employees without redaction.
* **Gender-neutral dress code**. All dress codes will be gender-neutral for all employees. No more requiring women to wear skirts or pantyhose while men can wear damn well whatever they want.
* **Gender equality becomes part of purpose**. Gender equality and gender parity will be part of your credit union’s mission statement and brand manifesto.

Of course, this is not a comprehensive list. There may be other items that are relevant to your credit union’s specific weaknesses that you may want to add. Or commitments that your employees are demanding you make. And other pledges that will emerge in the years to come. But at least start with this.

We need a current and substantive bill of rights that your credit union can commit to upholding: one that women can point to as evidence of what they have been promised by their employer. Don’t you agree? It’s time.