



As the chief executive officer of _____, a business or organization headquartered in or doing substantial business in the Chicago area (Campaign Partner), I commit my company/organization to work toward achieving gender equity in leadership roles throughout the company/organization by 2030.

To reach our goal, we will:



REMOVE BARRIERS

Evaluate the aspects of the employment cycle—from the hiring process to performance reviews—to identify and remove conscious and unconscious biases within the organizational structure.



DEFINE SUCCESS

Develop and uphold performance benchmarks to ensure an understanding of what it takes to master skills and attributes for promotion and growth opportunities.



EVOLVE CULTURE

Establish open communication channels and provide routine access to leadership to foster a more open, inclusive and empathetic work culture.



ENHANCE COMMUNITY

Provide and promote human and capital resources to support networking opportunities, professional development, sponsorship, and mutual support across industries, sectors and levels.



MAINTAIN ACCOUNTABILITY

Benchmark progress against all levels of organization against goal for building a rich, diverse talent pipeline. Recognize and celebrate meaningful advances and address shortfalls.

As a Campaign Partner, we further commit to respond to biennial requests from The Chicago Network to provide the number and percentage of women in leadership roles and on the board of our organization.

We understand such data will be kept confidential and responses will be reported on an aggregate basis to measure progress in companies and nonprofit organizations. Campaign Partners are encouraged to send us their success stories and best practices so we can share them with the broader Chicago civic and business communities.

We believe that by working together toward gender equity within our workplaces, industries, and broader business community, we will create meaningful opportunity for women in Chicago and beyond.

Company

Name & Signature

Date

