

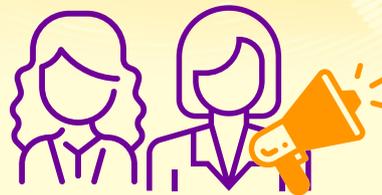
# WHAT IT TAKES TO FURTHER THE CONVERSATION AROUND WORKING WOMEN

Globally, 55% organizations have women as directors on their boards<sup>1</sup>. This number drops to 15.2% when it comes to Indian organizations. We can bridge this gap only if we have more conversations around women at work, what keeps them at work and what enables them to grow at work.



## CONSCIOUS STEPS TOWARD SPECIFIC RESULTS

Mandate women candidates for hiring, leadership development programmes and for roles where traditionally women representation is low.



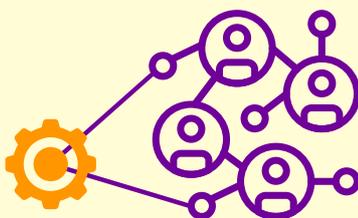
## WOMEN PROMOTING WOMEN

Create formal mentor-mentee circles that enable younger women to reach out to senior women leaders for career advice.



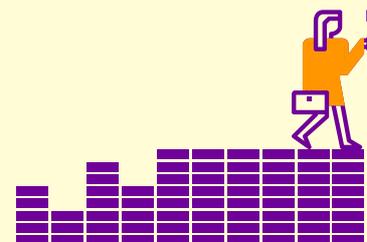
## ACKNOWLEDGE AND ELIMINATE BIAS

Look for your own blind spots and help your team become aware of their biases. Speak openly about them to convey the importance of eliminating these biases.



## CREATE NETWORKS AND RESOURCE GROUPS

Create women's networks and encourage leaders to be active members of these groups. Taking the lead on initiating activities and events will give space to have more conversations with people in and outside the team.



## NORMALIZE A NON-LINEAR CAREER

Normalize career breaks and give opportunities to women to return to their careers. It is also important to utilize all internal platforms to normalize conversations around this.

<sup>1</sup> <https://community.nasscom.in/communities/diversity-and-inclusion/now-is-the-time-for-gender-equality-in-the-boardroom.html>