

FULL RESOURCES FOR

# MobilityXX Pledge Action Items

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## 1. [DEI RESOLUTION](#)

**Develop and publish a unique resolution displaying your company’s dedication to diversity, equity and inclusion and why it is integral to the mission of your workplace.**

*Provide a statement focused on how your organization will improve diversity and gender equity through the entirety of its work, with the goal of creating an inclusive culture in both internal and external manners. The statement should show how diversity and inclusion is critical to carrying out the mission and core values of your organization.*

**Resources:**

- [Tips for crafting a diversity/gender resolution and examples](#)
- Examples of Diversity and Gender Resolutions
  - [Ford Foundation](#)
  - [Uber](#)

## 2. [DIVERSIFY YOUR PANELS](#)

**Require diversity among the speakers for any panels and programming in which you participate or plan, starting with at least one woman for all panels. Go one step further and require participation of at least one additional panelist from a diverse background.**

*Actively plan your organization’s conferences, meetings, and events intentionally including diverse perspectives. Require the participation of at least one woman, including those with a diverse background, in each panel, roundtable or forum discussion. Additionally, encourage the inclusion of additional diverse perspectives that may be missing from each panel or workshop in which your organization participates or hosts.*

**Resources:**

- [Importance of Saying “No” to All-Male Panels](#)
- [How we can help Eliminate Manels](#)
- [National Institutes of Health Statement on Ending All-Male Panels](#)
- [What It Will Take to Improve Diversity at Conferences](#)

## 3. [PIPELINE & HIRING PANEL PLEDGE](#)

**Include at least two qualified diverse candidates in the interview process for any manager position or higher and commit to having at least two diverse employees present in all interview panels.**

*Research shows that when two or more women are included on a slate, the likelihood that a woman will get the position rises dramatically. Commit to including two diverse candidates in the interview process for any manager position or higher, including women and people of color. When evaluating qualifications, consider how each*

applicant can enhance diversity and bring a different background or skillset to your team. Similarly, when selecting an interview team, commit to including employees that bring diverse perspectives and offer unique insight. This not only shows respect to candidates of all backgrounds, but seeks to avoid hiring based on similar characteristics and an unconscious bias.

#### **Resources:**

- [Harvard Business Review on Recruiting for Diversity](#)
- [Importance of Diverse Interview Panels](#)
- [If There's Only One Woman in Your Candidate Pool, There's Statistically No Chance She'll Be Hired](#)

#### **4. [STRATEGICALLY SHARE JOB OPPORTUNITIES](#)**

**Commit to posting job announcements in the WTS International Career Center and select a featured job package to attract qualified female candidates and solicit a diverse workforce.**

Companies that sign the MobilityXX Pledge can create an employer account through the [WTS Career Center](#) to create and edit job postings, search resume databases, and have your postings sent to relevant job seekers.

#### **5. [RETHINK RECRUITING](#)**

**Hold interactive recruiting events in person and online and be sure to include social media. Build partnerships with local organizations and schools to recruit diverse candidates.**

*To identify diverse candidates that your company otherwise would not be in contact with, consider partnering with local organizations or universities to optimize opportunity for both parties. The partnership should aim to identify high-potential candidates or students from diverse backgrounds and educate them about your organization early in their education or career to spark interest and provide a career path opportunity. You can also recruit for diversity by partnering with your local WTS and COMTO chapters. Additionally, consider hosting or participating in a diversity focused job fair, hosting an online recruiting event geared towards diverse candidates, or participating in a national diversity association, such as [Forté Foundation](#).*

#### **Resources:**

- [Diversity and Inclusion in Recruitment](#)
- [Creating Inclusive Recruiting Events in a Time of Innovation](#)

#### **6. [CREATE A C-SUITE SPONSORSHIP PROGRAM](#)**

**Commit to establishing a robust sponsorship program within your organization, with the support and involvement of male and female colleagues, with the goal of building women leaders.**

*While a mentorship program typically involves an experienced mentor at any level offering guidance and advice to a mentee in the early stages of their career, a sponsorship program involves a senior-level executive using their position and power to directly drive career advancement for their protege. A sponsor goes above and beyond to engage with other high-level executives to obtain high-visibility for their employee. They put their sponsorees in contact with the right people and give them the necessary exposure to propel a protege to the top of a list or pile of candidates. Women's representation at the highest corporate level is still behind that of men's - oftentimes due to a lack of critical network. Thus, while sponsorship is beneficial to any employee, it is critical for women to have a voice at the decision-making table advocating on their behalf in order to keep climbing the ladder.*

## Resources:

- [A Lack of Sponsorship is Keeping Women from Advancing into Leadership](#)
- [Sponsoring Women to Success](#)
- [Six Tips for a Successful Sponsorship Program](#)

## 7. [BOARD LEADERSHIP PLEDGE](#)

### **Commit to increasing the female representation on your organization's Board by 10% #10in10.**

*Pledge to increase female representation, especially women of color, on your Board of Directors by 10%. Start by adding at least one woman, with a goal of achieving gender parity. Organizations that achieve gender parity on their Board of Directors will receive special recognition from MobilityXX.*

*While women make up half of the US workforce, they only hold 24% of S&P 500 Board positions and only 22% of Fortune 500 Board positions. Evaluate the diversity makeup of your company's Board of Directors. Using this information, evaluate where your company stands as far as diversity and inclusion and set goals for how you can achieve a more diverse leadership team. Having a diverse leadership base is more likely to improve well-rounded decision making, represent the community served, and reflect the company's core values and beliefs.*

## Resources:

- [Steps to Increase Gender Diversity on your Board](#)
- [California's Women on Board Bill Results in an Upward Trend](#)
- [Surprise: Women and Minorities are Still Underrepresented in the Boardroom](#)
- [Senator Menendez Introduces Bill to Promote Corporate Diversity](#)
- [Accelerating Women into Corporate Boardrooms](#)

## 8. [COMPANY LEADERSHIP PLEDGE](#)

### **Commit to increasing the female representation on your organization's Executive Leadership by 10% #10in10.**

*Pledge to increase female representation, especially women of color, on your Executive Leadership team by 10%. Start by adding at least one woman, with a goal of achieving gender parity. Organizations that achieve gender parity on their Executive Leadership will receive special recognition from MobilityXX. Data shows that companies that are gender and ethnically diverse outperform their peers with increased profitability, returns on equity, productivity and innovation, a greater ability to attract and retain top talent, and revenue gains. In fact, [it was found that](#) for every \$1 of funding, startups founded/co-founded by women generated 78 cents over 5 years, while male-founded startups generated only 31 cents.*

## 9. [DIVERSITY/INCLUSION OFFICER](#)

### **Establish a diversity and inclusion officer or champion within your company who is a member of the executive team.**

*As DEI is becoming a focal point for companies around the world, many organizations are taking the initiative to hire a Chief Diversity Officer (CDO) to maximize their diversity efforts. A CDO is a member of the executive team responsible for identifying which aspects of an organization are lacking in DEI and using data-based strategies to correct them. This can either be through the development of programs and policies, or an improvement in the overall culture of the organization. "A close partnership with HR, legal, and corporate communications, with full access to and support from the entire C-Suite, will be critical" if you want to see meaningful change made.*

## Resources:

- [Do You Know Why Your Company Needs a Chief Diversity Officer](#)
- [Chief Diversity Officers: Paving the Way for Diversity & Inclusion Success](#)

## 10. [EMPLOYEE RESOURCE GROUPS](#)

**Establish employee resource groups (ERGs) within your organization, that include leadership, where women and other underrepresented employees can meet to discuss challenges and business hurdles and share their thoughts and experiences in a safe space.**

*Commit to establishing employee resource groups (ERGs) within your company. ERGs are employer-recognized workplace groups voluntarily led by employees that are underrepresented within their workplace. These groups can be distinguished by race, religion, nationality, sexual orientation and other characteristics that may unintentionally alienate someone from a larger group. The purpose of ERGs is to build a genuine sense of inclusiveness and to provide a safe space where people can share their thoughts, ideas and challenges. ERGs can help employers identify the best ways to overcome cultural challenges in the workplace, but they also help foster the development of future leaders and can help attract diverse employees to your organization. In order to make ERGs impactful, companies must ensure that executive level employees are actively involved to the extent the group members feel comfortable.*

## Resources:

- [Information on Employee Resource Groups](#)
- [Unlock the Potential of Employee Resource Groups](#)
- [Executive Sponsors: Fuel High Performing ERGs](#)
- [Employee Resource Groups that Drive Business](#)

## 11. [INTERNSHIP OR FELLOWSHIP PROGRAM](#)

**Create an internship or fellowship program to introduce students to transportation with a focus on attracting and recruiting women and candidates with diverse backgrounds.**

*Create an internship or fellowship program within your organization that specifically focuses on recruiting a diverse range of candidates to the transportation field. Not only do internships provide students/recent graduates with professional experience, but they also serve as a way to attract women and minorities to fields they otherwise may not have considered. According to the [Mineta Transportation Institute Study](#), “it is imperative to connect with women early, and not just early in their careers. Connecting with school-aged girls at younger ages and piquing their interests in transportation early can increase the likelihood of attraction to the industry as they move into the career decision phase of their lifecycle.” These programs provide opportunities that otherwise would not have been possible and create potential for a career in the transportation industry.*

## Resources and Examples:

- [FHWA Summer Transportation Internship Program for Diverse Groups](#)
- [TRB Minority Student Fellows Program](#)
- [Brooke Owens Fellowship](#)

## 12. [HOST A DIVERSITY & INCLUSION WORKSHOP](#)

**Host a diversity and inclusion workshop for employees and include executive leadership.**

*Bring in an outside DEI expert to lead an in-person or virtual interactive workshop open to all employees, while making participation mandatory for executive leadership. Workshops can include a variety of specific topics tailored to the audience, but should give all attendees an understanding of the benefits behind a diverse workplace and result in actionable change.*

**Resources:**

- [Examples of DEI Workshop Topics](#)
- You may also refer to the CADIA Workshops as a guide for what you should be discussing throughout a DEI Workshop.

## 13. [CREATE YOUR OWN ACTION](#)

**Organizations may submit their own meaningful action to attract, retain or elevate female and diverse employees that is not already represented on this list.**

#10in10

[www.mobilityxx.org](http://www.mobilityxx.org)