

ELEVATE



HER

CHALLENGE

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# Mentoring Matters

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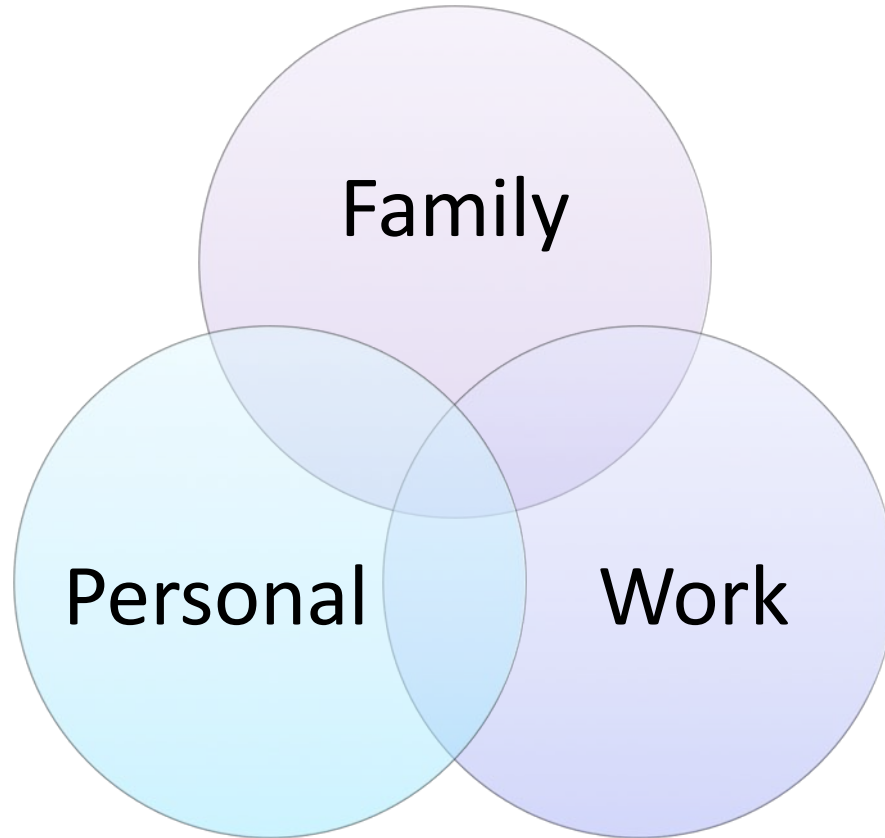
*Vera Agnes Strom Crowder  
August 3, 1899  
University of Utah Nursing 1920*



*WTC SheTech Conference  
May 2018*



# It's multi-dimensional



# At work

An equitable workplace allows the best talent to rise to the top, regardless of gender, race and ethnicity, background, or beliefs. Diversity leads to stronger business results, as numerous studies have shown.

One factor in women's lower rate of promotion is that they are less likely to receive advice from managers and senior leaders on how to advance. This kind of support is important: employees who receive it are more likely to say they've been promoted in the last two years.

*~McKinsey and Lean In 2017*

It is multi-dimensional





# At work what can we do

Companies need a comprehensive top-to-bottom plan for supporting and advancing women.

Building on findings from previous years and incorporating new insights into what top-performing companies are doing, we recommend that organizations start with these core actions:

- Make a compelling case for gender diversity
- Invest in more employee training
- Give managers the means to drive change
- Ensure that hiring, promotions, and reviews are fair
- Give employees the flexibility to fit work into their lives
- Focus on accountability and results

*~McKinsey & Lean In 2017*



Thank You



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# HOW TO GET INVOLVED

TEXT: 'wliut' to 22828  
and receive email updates

VISIT: [wliut.com](http://wliut.com)