



GALION GENDER AGREEMENT

45 guidelines for diversity in Tech

The following charter was produced by the Galion Project's entrepreneurs, with the legal assistance of Justine Coret, Labor and Social Law Attorney, Ayache Salama law firm, and is not contractually binding. The signatory companies agree to implement to the best of their ability the first 25 proposals outlined herein.

CHARTER

HIRING PROCESS

MAKE GENDER EQUALITY A CLEAR AND PERMANENT OBJECTIVE

- 1 - Make gender equality one of the company's key founding principles at every level of management
- 2 - Set gender equality as a permanent objective for every team
- 3 - Incorporate gender equality into the company's values
- 4 - Set a minimum target of 30 to 40% of employees of the opposite sex, a decisive basis to effectively impact the company's mindset, culture, ethics and work environment
- 5 - When selecting applicants with equal skills, make gender parity a priority

MAKE YOUR EMPLOYER BRAND ATTRACTIVE FOR BOTH MEN AND WOMEN

- 6- Design an inclusive corporate communication strategy (messages, environment, visuals...)
- 7- Promote attractive working conditions (paying close attention to work-life balance, autonomy, parental benefits, etc.)

ENSURE GENDER EQUALITY IS RESPECTED THROUGHOUT THE HIRING PROCESS

- 8 - In job postings, use gender-neutral vocabulary, avoiding gender biased expressions such as «Ninja warrior»
- 9 - For technical positions (developers etc.), solicit your technical teams to activate their network and broaden the pool of applicants
- 10 - Ensure that the proportion of male and female applicants remains consistent throughout the entire hiring process.
- 11 - Conduct job interviews with a mixed-gender hiring team
- 12 - During interviews, clearly articulate the company's values and outline its initiatives in favor of gender equality and promotion policies

RETAIN TALENT

FOSTER A WOMEN FRIENDLY CORPORATE CULTURE

- 13 - Demonstrate zero tolerance towards sexist, shaming and undermining comments, jokes and behavior in the workplace
- 14 - Involve female employees when establishing best practices to strengthen their impact on the women in the company

RETAIN TALENT THROUGH MATERNITY

- 15 - Embrace maternity at an organizational level
- 16 - Communicate clearly that maternity leave is not an obstacle to career advancement
- 17 - Foster a climate of trust that encourages employees to announce their pregnancy as soon as possible in order to anticipate and plan for maternity leave
- 18 - Discuss with the employee the organization of her responsibilities before, during and after her maternity leave
- 19 - Improve team versatility to facilitate work at the time of maternity leave
- 20 - Encourage paternity leave

PROMOTE WORK-LIFE BALANCE

- 21 - Alleviate the challenges faced by employees with children by increasing their autonomy: flexible hours, remote work opportunities whenever possible, consideration of school schedules, handling sick children...

ADVANCEMENT

FORMALIZE ADVANCEMENT AND PROMOTION POLICIES

- 22 - Strictly define the criteria for advancement and promotion, and communicate clearly on the subject
- 23 - Conduct an annual review of salaries and responsibilities to identify and correct inconsistencies and biases, if any

FOSTER AMBITION

- 24 - Encourage *role models* by showcasing women's outstanding performances through internal and external speaking events and participation at conferences (as part of their KPIs)
- 25 - Create a healthy environment: should an interpersonal relationship (e.g. romantic) develop between two co-workers involved in a direct hierarchical relationship, change the organizational structure so as to preserve the team's efficiency.

LOOKING AHEAD

- 26 - Continuously promote employee awareness regarding the company's commitment to gender equality
- 27 - Sensitize managers to a women-friendly corporate culture, through training for instance
- 28 - Make gender equality a regular component of board discussions, and ensure the board itself reflects gender equality
- 29 - Raise the VCs' awareness of gender parity as a governing imperative
- 30 - Ensure that all women employees have a person they can trust to speak about any problem they might face
- 31 - Set up a feedback tool to monitor the company's work environment
- 32 - Ensure that inspirational and team building exercises are gender neutral (e.g. by equally showcasing male and female role models)
- 33 - Broaden the Tech pool by selecting applicants based on their potential rather than on their academic and professional background, and then hone their skills through training
- 34 - On a voluntary basis, offer employees specific coaching before and after maternity leave in order to deal with anxieties related to the loss of influence, skills and credibility
- 35 - Build momentum around an employee's return from maternity leave and create a supportive environment so that she feels welcome
- 36 - Set up childcare benefits: partnerships with nurseries, subsidizing childcare...
- 37 - Grant paternity leave days beyond the legal minimum
- 38 - Aim to offer salary raises exclusively during annual reviews in order to avoid salary gaps and claims
- 39 - Make managers aware of the subject, namely through training, so as to curb any distrust
- 40 - Offer coaching or training opportunities to counter people's preconceived ideas
- 41 - Encourage women to apply for managerial positions and support them in their efforts through training
- 42 - Create and organize women's circles of trust. For instance: dedicated slack channel, sponsorship, events dedicated to women...
- 43 - Encourage internal role models (CEO, managers...) to detail the steps towards self-confidence, share their weaknesses and become examples to follow
- 44 - Sponsor and/or support women's networks to make the company more appealing to women
- 45 - CEO, founders : Commit unequivocally to advancing gender equality in companies, for example by joining Male Champions of Change Global Technology Group or by supporting NPOs or programs such as StartHer, WiFilles...