

# GENDER EQUITY & RETENTION SERVICES

- **Benchmarking & Tracking Equity Metrics:** Support in deciding key metrics to benchmark, getting and understanding baseline data, and setting up a “dashboard” for tracking & updating senior leaders.
  - *Price: ranges based on support needed. Please reach out for a quote.*
- **Gender Equity Survey & Dashboard:** Launch of gender equity survey to assess gender representation at all levels and groups of the company. Includes gender dashboard for company use, analysis of current standing, and identification of priority areas for growth. Employee participation is voluntary and we support in communicating the intent and use to your team.
  - *Price: \$1,925.*
- **Employee Engagement Survey:** Preparation and distribution of anonymous engagement survey. Includes summary document of key engagement survey findings, and questions on: motivation, leadership, compensation & benefits, resources, engagement, team dynamics, recognition, development, support, belonging. If requested, we provide recommendations on policy change and gender equity initiatives based on the findings.
  - *Price: \$1,925 - \$2,925 depending on if recommendations are included.*
- **Workshops:** Interactive workshops on a range of topics to help advance women in the workplace. Our most popular are: Advocating for Yourself at Work; Unlocking the Value of Gender Equity at Work; Leading Impactful Employee Resource Groups; Building Your Career Plan.
  - *Price: \$1,100 per virtual session; \$1,850 + travel expenses per in-person session. Please reach out for non-profit discounts.*
- **Ad hoc support:** \$240 per hour.

75% of the global workplace is signaling a willingness to walk away from employers without EDI policies.

We compliment your company and HR vision so we're all aligned on the path forward.

Company profits and stock price performance can be almost 50% higher when women are well represented at the top.

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- **Gender Equity & Retention Analysis Package**

- Key stakeholder meetings to understand current situation.
- Detailed review of current practices including: hiring pools & recruiting practices, promotion & performance review practices; employee training & support programs; compensation & benefits structures; retention & turnover data; cultural initiatives.
- Distribution of employee engagement survey including topics: motivation, leadership, performance management, and more.
- Data analysis to identify key sources of discrepancies (if any).
- Executive level deck including go-forward recommendations in 3 categories:
  - Category 1: easy and low cost to implement, minimal communication.
  - Category 2: some cost and time required to prepare and launch policy.
  - Category 3: large policy change with more communication required.
- *Price: ranges based on support needed. Please reach out for a quote.*

- **Employee Resource Group (ERG) Development - Launch Package**

- Introductory launch meeting with key stakeholders.
- Guided discussion to coach ERG leaders in goals & intent of the new group.
- Organizational structure and job descriptions for each ERG leader.
- Summary sheet identifying key focus areas, mission, and vision.
- *Price: \$1,500.*

- **Employee Resource Group (ERG) Development - Comprehensive Package**

- Introductory meeting with key stakeholders.
- Guided discussion to coach ERG leaders in goals & intent of the new group.
- Organizational structure and job descriptions for each ERG leader.
- ERG leader coaching and succession planning.
- Development of annual ERG event calendar tailored to your company.
- Event planning support for theme, structure, and intent.
- Vision & goal setting for the ERG aligned with company and HR goals.
- Budget & building the business case for successful ERGs.
- Role scope & performance evaluation integration (scorecard) development.
- *Price: \$6,000 - \$11,500 depending on level of support needed.*

## TESTIMONIALS

"It is rare in my career that my expectations have been exceeded by a consultancy firm, but TTC has certainly delivered to this standard. We have left our time together more informed and ready to face the gender equity opportunity in front of us. We are excited to implement the recommendations and are confident that the resultant work environment and competitive advantage will serve us for many years to come."

- Board of Director, Syncra Construction Corporation

"Working with The Thoughtful Co was effortless. They were incredibly knowledgeable and took the time to not only understand the problem we were trying to solve but also understand the cultural nuances in which it was situated. We were very pleased with the work they produced."

- VP People & Culture, Article

We've worked with public sector clients (including MetroVancouver), engineering firms (including AME Consulting Group), construction companies (including Syncra Construction), technology companies (including IPassword), and more.

## ABOUT US

**Sophie Warwick, Co-Founder (she/her)** [sophiewarwick@thethoughtfulco.net](mailto:sophiewarwick@thethoughtfulco.net)

Sophie specializes in developing in-house gender equity policies and chairing Employee Resource Groups and advocacy groups. She uses her data analysis expertise from her engineering background to define targets and track growth and retention. In 2018, she Co-Founded Women in Consulting Engineering (WCE), a non-profit organization with over 500 members and monthly events to support and empower women in engineering.

**Jillian Climie, Co-Founder (she/her)** [jillianclimie@thethoughtfulco.net](mailto:jillianclimie@thethoughtfulco.net)

Jillian has spent her career advising individuals and teams in executive compensation, both as a consultant and in-house at two global retailers. Most recently at Lululemon, she led the global equity compensation and executive compensation teams. At The Thoughtful Co she leverages her niche and technical experience, coupled with her passion for gender equity, to empower women to get paid what they deserve.