

# Gender Equity & Inclusivity Certification

By: The Thoughtful Co. 

Our program is designed to be interactive & engaging.

Attendees will learn key concepts, strategies and tools for building a more inclusive and equitable workplace, and will have the opportunity to actively participate in group discussions and practical exercises throughout each session.

To receive a certification, attendees must attend three of the four 90-minute courses, as well as complete all required activities during the course, and demonstrate an understanding of the course material.

## Defining Gender Equity Targets, Metrics, & Effective Tracking (90 minutes)

This course provides a deep dive into gender equity and the establishment of ambitious and realistic targets. Participants will learn how to track key performance indicators, analyze data, and develop effective strategies to drive progress towards gender equity goals. We discuss how metrics should be linked to company strategy, and be objective and measurable to ensure their efficacy. This course is led by Sophie Warwick, who has spent her career in structural engineering and specializes in developing in-house gender equity policies and chairing ERGs and advocacy groups.

### Key takeaways include:

- How to identify key metrics to track in your organization including those to measure individual program success.
- How to interpret results and when to make policy changes if the needle isn't moving.
- How to implement meaningful tracking tools & enroll senior leaders.
- Defining realistic and ambitious goals to make impactful change.
- Understanding the significance of the data analysis and what flags to watch out for.

**Format:** all certificate courses are currently offered virtually. Register on our website today for an upcoming session.

## Sophie Warwick (she/her)

Sophie Warwick, Co-Founder of the Thoughtful Co, 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. She co-founded The Thoughtful Co so she could build more gender inclusive workplaces and build representation of women at senior levels in all industries.



## Jillian Climie (she/her)

Jillian Climie, Co-Founder of The Thoughtful Co, has spent her career advising and leading teams in executive compensation and corporate governance, both as a consultant, and in-house at two global retailers. Most recently at Lululemon, she led the global equity and executive compensation programs. After taking a pause, she realized she wanted more of three things in her professional life: thoroughness, passion and freedom. She Co-Founded The Thoughtful Co so she can leverage her niche experience to empower women to get paid what they deserve and employers to build more equitable workplaces.