

Organisational structures, processes and culture may all, inadvertently, disadvantage some groups and privilege others. There are a number of organisational practices that can help ensure that these effects are minimised.

Measurement	Track your diversity data. What is it telling you about recruitment, turnover, progression rates, the distribution of performance ratings and the gender pay gap?
Recruitment	Raise the profile of women in your organisation – they can be your best ambassadors. Look at your website – does it portray a diverse workforce? Check that your job descriptions are gender-neutral and will appeal to all. Ensure all job postings emphasise smart working options (why not consider matching any existing smart or agile working arrangements an individual has?). Don't ask about prior salary – why perpetuate any gender pay gap that might exist? Try to hire in clusters; it's a lot easier to hire diverse talent when hiring a number of people. Insist on diverse shortlists and diverse interview panels. Employ structured interview processes and cognitive tests to ensure you collect objective and comparable data on candidates. Consider a returnship programme to attract and support those who have taken an extended career break.
Progression	Ensure that succession or talent management processes consider diversity. Support mentoring and sponsorship for women. Ensure that promotion processes are objective. Provide additional support around career breaks. Mentoring pre / during / post maternity leave, for example, can help women maintain career progression. Revisit smart working policies and practices.
Gender pay gap	Have a plan for closing the gap. Encourage salary transparency – women can find it difficult to negotiate in the absence of objective data about remuneration because they can be perceived as difficult if they try. Ensure performance is assessed objectively – discretionary approaches can disadvantage women. Ensure you are paying men and women the same for comparable roles – an equal pay audit may be helpful.
Commitment	Sign up to the Women in Finance Charter and implement its recommendations; sign up to the Diversity Project's ten commitments and self-assess your progress.