



PARADIGM  
FOR PARITY<sup>SM</sup>

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Measurement Principles and Metrics

## PARADIGM FOR PARITY<sup>SM</sup> MEASUREMENT PRINCIPLES

- 1 Companies are encouraged to measure progress against their own baseline - they will not be asked to benchmark themselves externally.

Metrics should be looked at holistically with the overall goal of improving gender mix. Companies may fall short in one area and exceed in others while working towards one, common goal.

- 2 Companies are in the best position to identify the most appropriate metrics to track progress on gender parity. P4P will offer measurement best practices information so that companies can learn from one another. There will not be a standard set of metrics that is imposed by P4P on participating companies.

- 3 Each company's agreed upon metrics should be communicated internally so the organization can work towards parity goals together.

- 4 Measurement should be simple and integrated into existing company (metrics need not be exclusively focused on gender if the participating company has broader inclusion goals).

While transparent reporting on progress is encouraged, communicating progress on gender parity externally is entirely at the discretion of the participating company.

- 5 P4P will measure its own progress in achieving gender parity by referencing publicly available information and/or voluntary self-reporting. [e.g. % increase in women at the C-suite].

## ATTRACT

% WOMEN HIRED EACH YEAR  
(NUMBER OF WOMEN HIRED OVER TOTAL NUMBER OF NEW JOINERS)

(OTHER IDEAS: # OF RESUMES RECEIVED EACH YEAR FROM WOMEN VS MEN; DOES COMPANY HAVE A DIVERSITY RECRUITING TEAM/FUNCTION)

## ADVANCE

>0% PROMOTION GAP  
(% WOMEN PROMOTED - % MEN PROMOTED OR # OF PROMOTED WOMEN/TOTAL # OF WOMEN - # OF PROMOTED MEN/TOTAL # OF MEN)

% WOMEN IN PROMOTION CANDIDATE POOL  
(% WOMEN IN PIPELINE FOR SENIOR LEADERSHIP ROLE CONSIDERATION)

% WOMEN IN SENIOR LEADERSHIP SUCCESSION PLAN

## RETAIN

% WOMEN IN COMPANY  
(NUMBER OF WOMEN OVER TOTAL NUMBER OF EMPLOYEES)

>0% ATTRITION GAP  
(%YTD MEN TOTAL ATTRITION - %YTD WOMEN TOTAL ATTRITION OR # OF RETAINED WOMEN/TOTAL # OF WOMEN - # OF RETAINED MEN/TOTAL # OF MEN)

## SPONSOR

% WOMEN IN SENIOR LEADERSHIP ROLES  
(BOARD POSITION, C-SUITE, SENIOR EXECUTIVE)

(OTHER IDEA: DOES COMPANY HAVE A SPONSORSHIP PROGRAM WITH THE GOAL OF HAVING WOMEN IN LEADERSHIP POSITIONS)