



## **S.H.E. GLOBL DELEGATION - FORMATION TOOLKIT**

The following prompts are designed to help you identify which internal team members/leaders to send to the 6th annual S.H.E. Summit on Oct 19-20th. S.H.E. believes it is not an organizations that drive social change, it's the individuals inside. This process helps you strategically assemble a group of influential people across all departments/levels of your company that S.H.E. will further connect, educate and activate as corporate change agents for gender equality. We recommend having at least a 70/30% female to make split attending the conference...and at least 1 member be a senior or c-suite leader (ideally they are speaking on stage) so that they can further sponsor the group's recommendations going into 2018 that [S.H.E. GLOBL](#) will further support.

- Who are the key leaders that have been pivotal in moving the organization's women's empowerment mission forward, both internally and externally? Can they attend SHE Summit and if not, who on their team has their ear who can attend?
- What are all the departments at your company whose workflow involves women? Who is the most senior person in that department that can attend?
- Who are the current people leading issues of gender equality and diversity within your organization? These could be:
  - People who are a part of an internal women and diversity initiative, group or program.
  - People involved with HR, corporate social responsibility (CSR), foundations or cause-based initiatives or anyone involved in programs that service women, diverse or minority represented groups

- People who are involved in external marketing campaigns and social initiatives
- Who are the senior women leaders, the rock stars, who have already broken through many barriers to rise up in the leadership ranks? They may not necessarily be involved in your organization's women and diversity initiatives, but you feel they should be in your opinion based on the leadership, integrity and values they exemplify
- Who are influential men who are not necessarily a part of a women's or diversity initiative, but who are supportive of such efforts or represent the same values and should be involved? Oftentimes these are people who want or would be willing to become involved but don't know how.
- Who else in your company has shown a strong passion and commitment to women and diversity issues? This could be people at all levels of the organization—junior, mid-level, and senior. Look for people who “show potential” and are already engaging in similar issues outside of work, such as volunteering for nonprofits and social impact organizations, participating in women's groups and diversity forums, blogging, networking, etc.