



THE EXECUTIVE LEADERSHIP COUNCIL

*The Power of Inclusive Leadership*

## **GameChanger Coalition – Commitment to Act**

The purpose of this agreement is to create a partnership between my organization and The Executive Leadership Council to help close the representation gap of Blacks in executive leadership at Fortune 1000 businesses, professional services and major nonprofit corporations.

### **Declaration of Commitment**

I embrace and accept the challenge to create an advancing Black leader initiative at my organization. I wholeheartedly recognize that closing the representation gaps at my organization is my responsibility. I affirm the importance of building a workforce from the bottom to the top that mirrors the communities and consumers that we serve. I acknowledge that systemic barriers including bias have negatively contributed to the experience that Blacks experience in corporate America.

### **Statement of Purpose**

To create an intentional focus on advancing Black leaders to the C-Suite and Board levels so that organizations can better serve the communities and consumers. To drive higher levels of accountability for closing representation gaps for Black Leaders at the C-Suite and Board levels to deliver higher levels of innovation and shareholder value.

### **Commitment Agreement**

I agree to hold myself and my organization accountable for taking action including:

- Declare my intention to create a special initiative that will focus on advancing Black leaders to the Board of Directors as a part of a talent management strategy update.
- Sponsor 3-5 Black leaders in my organization identified via succession planning or other talent management processes, as capable of advancing 1 to 2 levels beyond their current roles including C-Suite and CEO positions.
- Meet with each of these Black leaders, on a quarterly basis, to ensure that I personally understand their career aspirations and can offer career guidance and advocacy.
- Partner with the HR team to guarantee that each of these leaders has a robust, meaningful, and measurable and career advancement plan that includes a readiness assessment to advance to the C-Suite level of responsibility.
- Create opportunities inside and outside of the workplace for these Black leaders to build relationships with key stakeholders such as members of the C-Suite and Board, who also are aligned with my aspiration to advance Black leaders in our organization.
- Partner with The Executive Leadership Council to support my senior leaders and boards a structural imperative for the business to advance Black leaders.
- Report progress against these objectives at twelve-month intervals to The Executive Leadership Council.