



## MODEL PRACTICE EXAMPLES

For more detail and examples for each of the Gender Equality Principles, go to the Gender Equality Principles Initiative website, [www.genderprinciples.org](http://www.genderprinciples.org), and type in the name of the principle in the search bar.

1. Employment and compensation: Policies that eliminate gender discrimination in areas such as recruitment, hiring, pay, and promotion.

**Deloitte**: Initiative for the Retention and Advancement of Women (WIN) (recruitment, retention & compensation)

2. Work-life balance and career development: Policies that enable work-life balance and support educational, career, and vocational development.

**Symantec**: Women's Action Networks (SWAN) (career development)  
**Deloitte**: Mass Career Customization (career and work-life balance)

3. Health, safety, and freedom from violence: Policies to secure the health, safety, and wellbeing of female workers.

**Levi Strauss Foundation**: HERproject (women's health)  
**Blue Cross of California Foundation**: California Partnership to End Domestic Violence (CPEDV) (violence against women)

4. Management and governance: Policies to ensure equitable participation in management and governance.

**Symantec**: Nominating and Governance Committee (Governance - includes gender, race, and ethnicity as a consideration for Board membership)

5. Business, supply chain, and marketing practices: Non-discriminatory business, supply chain, contracting, and marketing policies.

**Pax**: World Women's Equity Fund (marketing)  
**Safeway**: Disclosure California Transparency in Supply Chains Act of 2010 (Supply Chain Trafficking)  
**Macy's**: Rwanda Path to Peace project (women-owned business supply chain)

6. Civic and community engagement: Policies to promote equitable participation in civic life and to eliminate all forms of discrimination and exploitation.

**Cisco Systems**: Cisco Girls/Women in Technology Initiative and Networking Academy (community engagement)  
**Gap, Inc.**: Personal Advancement, Career Enhancement (P.A.C.E.) for female garment workers (community engagement)

7. Leadership, transparency, and accountability: Policies that are publicly disclosed, monitored, and enforced that display active commitment from top leadership.

**Anvil**: Gender Equality Principles Assessment (transparency)  
**Calvert**: Survey of Corporate Diversity Practices (transparency)