



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.