

# 10 CEO COMMITMENTS

The LACA-Lead the Change Board believes that CEOs are uniquely positioned to effect change in their businesses. We are therefore asking CEOs to adopt these 10 Commitments.

- 1** To regularly communicate within their organisations on the importance of diversity and inclusion.
- 2** To ensure that their organisation has ways for people to work flexibly and that these are habitually embraced and enabled by managers and leaders.
- 3** To only appear on panels – either within or outside their own organisations – that reflect diversity.
- 4** To take personal responsibility for communicating their organisation's Gender Pay Gap each year and to sign its Gender Pay Gap Report; to publish an accompanying narrative report setting out the reasons for the gap and the actions they are taking to close it.
- 5** To ensure that their organisation's reward process has built-in actions to ensure fairness from a diversity perspective.

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- 6** To ensure that gender diversity action and progress is taken into consideration for the annual performance review of members of their executive committee and senior management teams.
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- 7** To ensure that one person on their Executive committee and board is responsible for diversity and inclusion and that their board has a shared responsibility to work to lead the change required.
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- 8** To ensure that their organisation's succession plans and leadership pipelines reflect diversity.
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- 9** To receive a regular report (at least on an annual basis) on gender balance and inclusion within their organisation which they will use to champion change and hold their fellow leaders to account for the pace of that change.
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- 10** To be a role model for positive behaviour, ensuring that they pro-actively deal with bullying and harassment in their organisation; that their people have means through which they can report concerns without fear of retaliation or penalty and that, as CEO, they take any required action.



More information about CEO commitments can be found on our [website](https://www.leadersaschangeagents.com).

