



**Enabling  
organisations  
to change the  
experience of  
women in the  
workplace**

# Welcome to One Loud Voice For Women

We have been advocating for and together with women in the workplace since 2017. Our overarching mission is to elevate women by influencing and reshaping workplaces into the best modern day work cultures of equality, psychological safety and opportunity. Within that mission, our current focus is to identify and bolster gender equity in organisations, to enable cost-effective best practices that empower women in the sticky middle to become senior leaders. 1LV is volunteer led with a highly experienced board of trustees and an executive that mixes experience with young talent. We operate as a charity and our purpose is social impact, not profit.

**We are One Loud Voice for Women,  
and we are louder together.**



# Our WE+ brand

One Loud Voice provides three pillars of work



- WE+ Measure – best practice metrics
- WE+ Allyship – gender partnerships
- WE+ Support – advisory and coaching

Each of the three pillars has a vital role to play in achieving our overall mission and to help women navigate the sticky middle.

**WE+ is about Women and Equality. It is about all of us. It is about achieving more together.**



# WE+ and the 'sticky middle'

The sticky middle doesn't refer to age...

It is about experience in the workplace. It marks the point at which many women start to experience difficulty progressing their career. They become, quite simply, stuck. The reasons are rarely due to a lack of talent. They may be specific to their workplace, they may be because of systemic barriers within their organisation, they may be overlooked because they have had families, work flexibly, or don't spend time at the pub or the golf course. Whatever the reason, they don't get to progress and it means there is a lack of a healthy female talent pipeline in middle management that impacts senior leadership opportunities. By bolstering gender equity from within, enabling organisations to adopt best practices while empowering women, we are supporting and elevating today's sticky middle, we will create the talented female leaders of tomorrow.



# WE+ Measure

WE+ Measure is a gender equity benchmark. It is unique, because for the first time it brings together best practice within one framework. It is an essential tool for businesses to measure themselves against what 'good' looks like, and to develop a culture of continuous improvement and accountability for gender equity actions. We make a distinction between gender equality – the ideal – and gender equity – which are the 'hows' that are put in place, which are impartial and fair. WE+ identifies the status of gender equity in the organisation, both overall and by highlighting differing stages of practice.



# WE+ Measure

The WE+ Measure gender benchmark incorporates seven key goals. These have been carefully constructed, based on research and decades of experience. They incorporate the UN Sustainable Goals for Gender.

1. Commit to gender equality
2. Minimise bias in recruitment, promotion and reward
3. Resolve structural issues around working patterns and benefits
4. Create psychological safety, and an inclusive culture
5. Deliver genuine partnership approach between genders
6. End gender discrimination and harassment
7. End pay gap

**Gender equity metrics achieve gender equality.**



# WE+ Measure is data driven

- 7 pragmatic goals
- 39 topic questions
- 75 data points
- 1 big picture shown by quartiles

Green 1st quartile	Strong commitment to and evidence of gender equity throughout the organisation.
Yellow 2nd quartile	Commitment to policies but not yet embedded into culture.
Amber 3rd quartile	A compliant approach with minimal allocation of resources.
Red 4th quartile	Do not yet see the need for change



# Improving gender equity and equality

WE+ Measure can be used by organisations as:

- A one-off gender status check in
- An ongoing commitment to gender equality

## Phase 1 - Assess

Complete the WE+ Measure gender framework by answering a series of questions about your organisation's practices and outputs against seven gender goals.

## Appraise

Evaluate your organisation's data to provide a status report against best practices across each of the seven goals, and overall. You will see how your organisation compares against each of the goals, where the organisation is particularly strong, and where there is room for improvement.

Phase 1 can be a one-off exercise, or can mark the start of an ongoing gender equity journey in partnership with ILV.





# Improving gender equity and equality

## Phase 2 – Pathway Plan

Working in collaboration with ILV, organisations can evaluate their gender equity initiatives against best practice. In time they will be able to benchmark against other organisations that subscribe to WE+, and gain insights into where they perform particularly well and where there is room for improvement. This provides a solid foundation for identifying the optimum gender equity pathway.

## Annual assessments

Use WE+ Measure to identify, track and learn about improvement opportunities and best practices. Organisations can also take advantage of additional services such as WE+ Allyship and WE+ Support to build a more inclusive culture and healthier talent pipeline for their female talent in the sticky middle.

## Phase 3 – Individual timeline

**Certification** Using the WE+ Measure is step one towards WE+ certification and becoming part of a community.

**Contact us to learn more about why organisations should certify, and the benefits available**



# Why subscribe to WE+ Measure

## It's unique

For the first time, there is now a best practice framework for gender equity measures.

## Best practice

It enables organisations to identify what good looks like, to establish their gender equity status and garner insights into what's working well and then choose the optimum pathway to gender equality.

## Access

To cost efficient, value add services that include

- WE+ Support focusing on women in the sticky middle and helping them navigate onto the talent pipeline
- WE+ Allyship which enables a shift in male dominant thinking and culture within organisations

**Develop a culture of continuous improvement and accountability for gender equity actions**



# Why collaborate with ILV

ILV is a charity and our purpose is social impact, not profit. This does not mean we can offer pro bono – other than exceptional cases – as we aim to generate enough income to function optimally. It does mean that you will find our rates good value for money.

ILV wants to

- 1. Support women** in the sticky middle to thrive, and for organisations to fully utilise their potential
- 2. Coach women** up to senior leadership positions and create a community of support for them
- 3. Foster gender equality** in the workplace
- 4. Create gender partnerships** within the organisation, creating a more psychologically safe workplace

By advancing more gender responsive policies and harnessing collective action, ILV can unlock the full potential of women in the workplace and build more equitable and resilient organisations and economy.



# How you can engage with us

- Be an Early Adopter – subscribe to WE+ Measure
- Be a Partner
- Be a Sponsor
- Be an Ambassador
- Be a Donor of time or money
- Be a Supporter of our campaign

**Because we are #loudertogther**

**[www.oneloudvoice.co.uk](http://www.oneloudvoice.co.uk)**

