



30% CLUB CROSS-COMPANY MENTORING PROGRAM 2023

MISSION GENDER EQUITY U.S.



ADVANCING DIVERSITY, EQUITY AND INCLUSION



Contents

Who we are: Moving Ahead	1
Who we are: 30% Club	2
Join our mentoring program	3
The impact of our program	4
How the program works	5
What are the benefits?	5
Important dates	6

Who we are

Moving Ahead

Founded in 2014 by Liz Dimmock, Moving Ahead is a specialist award-winning social impact development, diversity and inclusion organization. Our mission is to revolutionise the world's workplaces, by advancing diversity, equity and inclusion. We do this by delivering world-leading programs, content and events for individuals and organizations.

One of the core levers in how Moving Ahead creates change is through its structured cross-company programs delivered on behalf of the 30% Club. Operating cross-sector, cross-company and cross diversity-strand, these award-winning programs help organizations and individuals achieve diversity of thought and better performance.

“ Mentoring is the oldest, and most simple, form of people development, yet is sometimes seen as the poor relation to coaching. Having worked with both for 20 years, I'm delighted to see mentoring evolve, taking its rightful place as a powerful tool for creating positive change for individuals and organizations. ”

Liz Dimmock

FOUNDER AND CEO, MOVING AHEAD;
30% CLUB AMBASSADOR



Who we are

30% Club

The 30% Club is a global campaign that calls on chairs and CEOs to commit to gender diversity as a business objective and aim for at least 30% female representation at board level, with parity as its ultimate goal. It now has 19 chapters all over the world - from the US and Mexico to Malaysia and Australia and its global chair is Ann Cairns, executive vice chair of Mastercard. More than 1000 business leaders, of the world's biggest companies, are counted in its membership.



Baroness Helena Morrissey DBE

FOUNDER, 30% CLUB



Ann Cairns

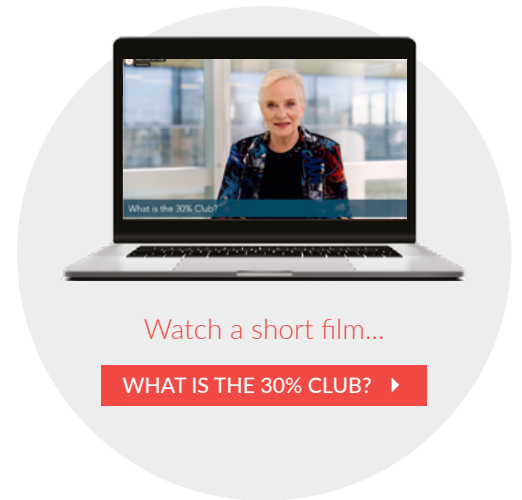
GLOBAL CHAIR, 30% CLUB;
EXECUTIVE VICE CHAIR, MASTERCARD

“ With Moving Ahead, the 30% Club is delighted to build on the success and impact of our cross-company mentoring program through the rollout of Mission Include. While our focus on gender continues to be central to building the pipeline and achieving parity of women in leadership and board roles, Mission Include furthers our aspirations for a world in which organizations foster truly inclusive cultures – cultures that embrace people who look, act and, importantly, THINK differently – so they can reach their full potential to positively impact their people, their markets and their communities. ”

Moving Ahead invites you

to join the U.S. 30% Club Mission Gender Equity mentoring program

Over the last nine years, Moving Ahead has supported a vibrant community of over 16,300 mentees and mentors from more than 260 organizations globally on behalf of the 30% Club in all regional Chapters. We are delighted to be leading the mentoring initiative for the U.S. Chapter, bringing our world-class expertise in mentoring to this program. Bloomberg LP is delighted to underwrite the program for all U.S. 30% Club members for the third year.



Watch a short film...

[WHAT IS THE 30% CLUB? ▶](#)

What is the 30% Club?

The 30% Club is a global campaign led by Chairs and CEOs taking action to increase gender diversity at board and senior management levels. The campaign continues to expand its international footprint and now has presence in fourteen countries/regions around the world, each aiming to reach at least 30% representation of all women on boards and c-suites.

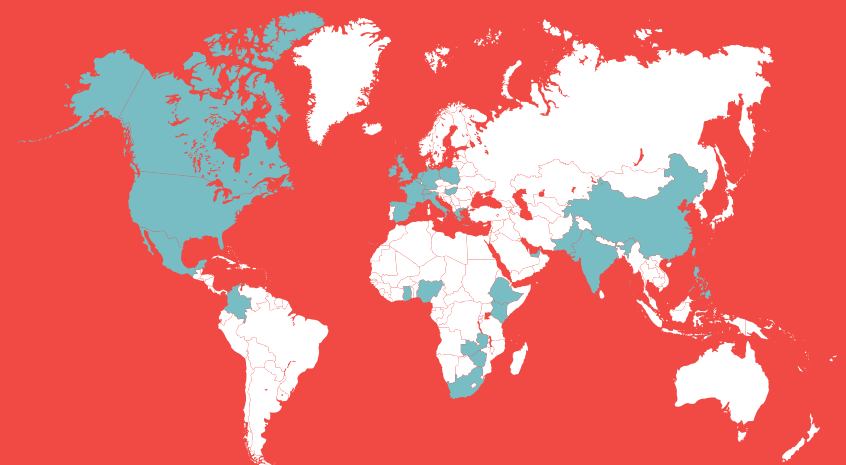
What is the U.S. 30% Club Mission Gender Equity mentoring program?

A structured developmental program that matches women from all levels of the career pyramid to more senior mentors from another organization. The pairs are supported in a nine-month development program which includes digital learning and events.

The next cohort commences in Q1 2023 and we invite your organization to be part of this vibrant community, campaign and program.

Our global presence

Our 30% Club programs offer mentoring opportunities on a global scale. All programs bring a cohort together as a community through event connection, strong communications and small group sessions.



The impact of our program

Why choose Mission Gender Equity?

Building powerful connections

92%

of mentors and

89%

of mentees from our 2021 US Mission Gender Equity cohort rating their match as “**Good**” or “**Very Good**”.

Mentoring for change

94%

of mentees feel **inspired to create change** in their career or organization.

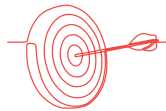
Building confidence

84%

of mentees **felt more confident** because of the program.



Retain, accelerate, and build visibility of diverse talent while engaging and developing your leaders as inclusive allies and role models.



Clear impact on your diversity and inclusion goals, reporting and potential charter/campaign commitments.



Tangible personal and professional development for mentees and mentors advancing diverse talent while also engaging the support of leaders as advocates.



“ Being paired with a mentor from a different industry and background provided me with the lens of someone who hadn't been on my journey... I wanted to break the glass ceiling and the program helped me get my first leadership role. ”

Pushpita Mukherjee

MENTEE AND A MANAGER OF BUSINESS ANALYSIS
AT NHS PROFESSIONALS

How our program works

- ▶ Moving Ahead's 30% Club cross-company program team will check in with the program partners soon after the launch.
- ▶ Mentees and mentors are required to meet at least five times during the cross-company mentoring program (the mentor/mentee pairs will arrange their own meetings).
- ▶ World-class support: The program is delivered by a team of mentoring, inclusion and development experts. They manage the pairing, matching, the communications, events, measurement and more.
- ▶ Location: Mentors and mentees will be based in the U.S. and matching will accommodate preferences for virtual or in person (where possible).
- ▶ Timing: March 2023 to November 2023.
- ▶ Numbers: Organizations nominate equal numbers of mentors and mentees in each layer of the career pyramid: early career, mid-career and senior career. (Moving Ahead will share your organization's allocation of pairs with each program partner.)
- ▶ Learning and events: A series of three core learning events and two masterclasses will be delivered online.
- ▶ Digital community: Mentors, mentees and program partners are connected through a digital platform that brings the 30% Club mentoring community together. This connects, supports, and equips participants to help them get the very best from the program.
- ▶ Program partners: Each organization has a lead contact point. They are supported by the program D&I digital community.
- ▶ Participate in the annual 30% Club cross-company mentoring awards to celebrate a global community of mentors, mentees and organizations.

“ This experience is equipping me to better mentor women within my firm, and to have the confidence to take my own advice when it comes to advocating for my own compensation and advancement.”

A mentor

The benefits

Mentors and mentees

- ▶ Development of tangible and transferable skills
- ▶ Practical, proven and personalized career advancement and development
- ▶ Connections and networking within a world-class community of cross-company, cross-sector leaders and organizations

Program partners

- ▶ Expert program guidance and dedicated support from the Moving Ahead mentoring team at every step
- ▶ Provision of three feedback and two impact reports (at the start, midway point and close) to share participant progress and insights at an organizational cohort level
- ▶ Networking with fellow D&I colleagues through events and the and the program partner community

Organizations

- ▶ A highly credible program to engage, develop and include your most senior leaders and board members, creating true advocacy
- ▶ A tangible deliverable for your diversity strategy, including gender pay gap narrowing and charter commitments
- ▶ Demonstrates organizational commitment to gender diversity through practical action rather than adding to the debate (internally and externally)

Important dates for next year's cohort:

U.S. 30% Club Mission Gender Equity mentoring program

January 27 2023

Organization
registration
deadline



February 15 2023

Mentee and mentor
profile submission
deadline



February 7 2023

Optional mentee/
mentor
Showcase

**Week of
March 13 2023**

Mentees/mentors
receive match
details



March 15 2023

Program
launch event

**Week of
November 6 2023**

Program
close event

Joining the 2023 cohort

You can sign-up your organization with us by completing our registration form. You will receive your full joining instructions, and everything needed to successfully launch this program within your organization.

REGISTER NOW ▶

“ My mentor has helped me focus on how to make the most of my time in my current role terms of self-directing my development and also to focus on skill development for future roles. He also suggested outlining a timeline of career progression which has been very useful for framing internal development discussions. ”

A mentee



Any questions?

If you would like to talk more about your organization's participation, then we'd love to set up a chat.

Please schedule a call with a member of the Moving Ahead team or contact us at us-30pcmentoring@moving-ahead.org

We look forward to welcoming your organization to take part in the U.S. 30% Club Mission Gender Equity Mentoring Program 2023

