

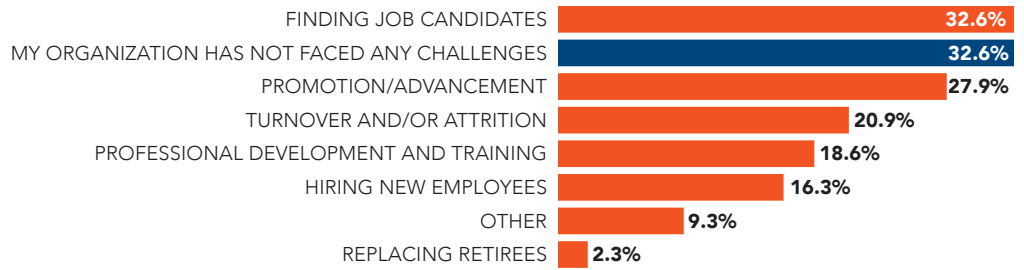
# EPIC

## ADVANCING WOMEN LEADERS

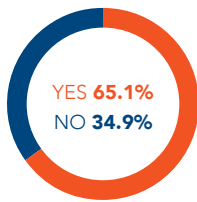
2019 SURVEY RESULTS



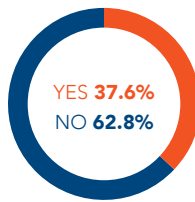
### What are your organization's biggest challenges in recruiting and/or developing woman leaders?



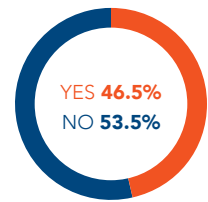
Has being a part of the EPIC Corporate Challenge resulted in your organization taking action of some type (assessment, task forces, discussion) in regards to advancing women leaders?



Has being a part of the EPIC Corporate Challenge resulted in your organization creating processes to improve metrics in regards to advancing women leaders?

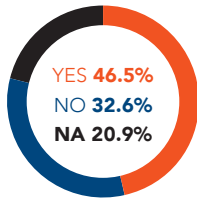


Has the EPIC Corporate Challenge become an important part of your organization's workforce and professional development plans?

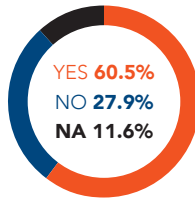


### SINCE BEING A PART OF THE EPIC CORPORATE CHALLENGE:

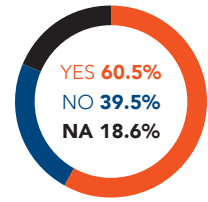
has your organization increased the number of women on your board of directors?



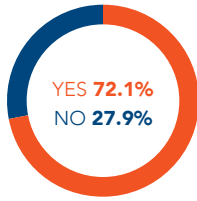
has your organization increased the number of women in senior leadership positions?



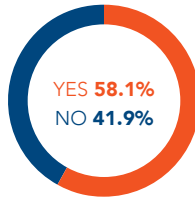
has your organization increased the intentional recruitment/retention of women at all levels?



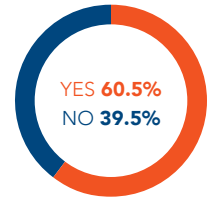
Has your organization evaluated gender pay equity within the last three years?



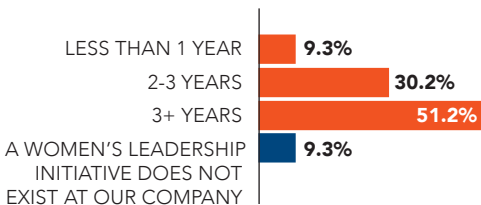
Has your organization made wage or salary adjustments based on that evaluation?



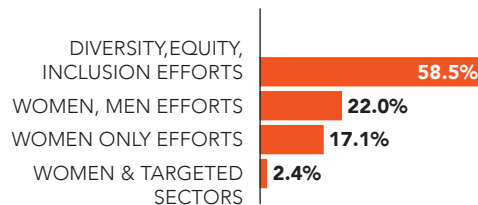
Does your company have a formal program, team, or position in charge of diversity, equity and inclusion?



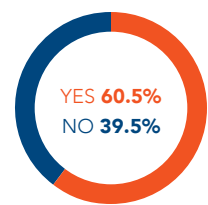
How long has your organization been engaged in a women's leadership initiative?



Which phrase best describes your organization's current women's leadership efforts?



Has your organization participated in Women Lead Change educational programs?



## What process was created to improve metrics in regards to advancing women leaders?

- Added a measure for gender balance to the board recruitment matrix
- Adding professional development participation as a metric to track.
- Doing an annual assessment of our staff and board, then including those in the discussion for future board and staff placements.
- Enhanced talent review process to include focus on female leadership
- Pursue gender balance in our leadership course applications and awards.
- Measuring and reporting on women in leadership (%) relative to entire workforce ratio
- Monthly data pulled and presented to senior leadership team. Posted leadership positions held open to confirm female candidates.
- Simply tracking now are we increasing women in the company and in leadership with the additional efforts we put in.
- Targeted recruitment strategies to focus on diversity outreach opportunities to increase the number of diverse applicants. Created a focused development coaching program to increase the level of career aspiration in Women employees. Initiated unconscious bias and people agility training to hiring managers to remove unconscious bias in the hiring process.
- The mission of our six ERGs is to foster a diverse and inclusive workplace that supports employee well-being while promoting professional development and enhancing community relationships. The Women's Network encourages women to be bold, innovative and fearless and raises awareness about breaking down gender barriers in the workplace. In 2019, the Iowa chapter hosted four one-hour coffee breaks with facilitated table conversations featuring topics from WLC keynotes Simon Bailey, Harris Faulkner, Rachel Hollis and Cy Wakeman. The group also expanded the leadership roundtables, a longstanding signature event, by taking the Q&A format to both Iowa call centers. Presenters were women who began their Alliant Energy careers in the call center and have advanced to management roles.
- Tracking metrics has helped us have conversations around inclusive hiring and needing more women leadership on the board and senior leadership
- We are reviewing our recruiting and interviewing processes to ensure they are not gender specific.
- We have built up our EPIC to involve more people since we accomplished our first initiative. We have split our team up to focus of 3 initiatives focusing on: Wellness (Social/Family) Empowerment (Leadership development) Engagement (best place to work - benefits, retention, parental leave, PTO, etc.)
- We now annually report gender diversity at all levels of leadership to our senior leadership team.
- We track our progress with specific metrics.
- We were already tracking our data related to women, but the EPIC Challenge has led us to improve our metrics by making the more comprehensive and inclusive.

## What action was taken in regards to advancing women leaders?

- Adjusted maternity leave policies, flex scheduling, infants in the workplace
- Participated in leadership development and Women Lead Change events
- Monitor diversity ratios in recruitment efforts
- Addressed female advancement in succession planning
- Assessed employee engagement results through various lenses, including gender
- Annual assessments
- Pay equity/wage analysis
- Provided memberships to professional women's groups
- Created Women in STEM group, inclusion committees, Diversity & Inclusion programs, Empower group
- Developed a formal coaching program to provide focused support and development to women employees
- Initiated unconscious bias and people agility training to hiring managers
- Initiated a Leaders Who Lunch program in our community to educate and mentor 6th grade girls on women leadership
- Discussion about how to continue to hire, develop and retain women and to support their growth to leadership roles as they make sense.
- Enhanced discussions. This is combination with Metro Women Connect has provided additional development opportunities.
- EPIC reminds us of the importance of advancing women. We have had processes and metrics in place for many years when it comes to growing and advancing both women and men.
- Evaluating professional development offerings.
- Intentional development plans for targeted population
- Hiring women and finding out what motivates them in life, to help them flourish.
- Increased participation in women's leadership workshops and focus on women in leadership rather than just overall.
- More opportunity for networking, education, etc.
- One additional female board member was appointed.
- Two women promoted to Vice President (senior leadership) in strategically created roles to move the business forward. Two women promoted to assistant vice president role.
- The composition of the Americas Management Board is now almost 50% women (two additional women appointments in 2019).
- Professional development - Women's Way Up Conference for Higher Education and IWLC Annual conference.
- Have two standing committees that are charged with the responsibility to advance diversity, inclusion and equity for all students, staff and faculty.
- Became a Bloomberg Gender Equality Index member, one of an elite group of 230 companies worldwide
- Executives conducted small-group listening sessions to hear about personal experiences and seek ideas to improve our results in attracting, retaining and developing women and people of color.
- Created internship program specifically to attract women to create a pipeline of talent in the organization
- Require a female in any panel interview
- We are looking at how we can add more diversity to governance.
- We now track and report gender diversity at all levels of leadership and have increased our senior staff and board of directors representation for women
- When seeking board and committee members we're consciously considering gender and culture balance.

