



THOMSON REUTERS CASE STUDY

Gender Partnership Program



*Thomson Reuters Did It.
How You Can Do It Too.*

Thomson Reuters was the first organization selected to participate in a pilot program developed by AnitaB.org around gender partnership. Thomson Reuters has a history of successfully engaging in culture change initiatives, and other initiatives for women technologists.

BENEFITS

- Provides knowledge, tools, and strategies focused on culture change to a select group of mid-career male and female technologists.
- Acts as a catalyst to get employees engaged in building a more gender inclusive workplace.
- Creates a passionate group of dedicated gender partners who are willing to carry on the work to a broader constituency.
- Generates helpful dialogue, educates individuals on behavior or actions that are harmful, and less inclusive, and allows all genders the opportunity to share their concerns.
- Provides allies the opportunity to listen and adjust, making it safe to ask questions and build community.

IMPLEMENTATION

Rick King, Chief Information Officer, and Nick Creswell, Vice President of Talent & Development for Enterprise Technology, were executive sponsors. Molly Gantz and AnitaB.org were responsible for the pilot implementation in 2016.

The pilot began with four sessions (two to three hours each) every two weeks. 25 participants were in the pilot program (12 women and 13 men). Pre-work included a 1:1 interview with each participant and a pre-pilot survey. A post survey was completed to understand the impacts of the pilot.

Sessions were designed to be interactive and provide the participants with information about why gender partnership matters, the benefits of gender partnership, the unconscious biases toward women technologists, and how to create gender equity in the workplace.

During that time the gender partners were divided into teams and spent time between meetings strategizing potential solutions. At the final session, each team presented their strategies to the executive sponsors where they earned the green light to implement their gender equity initiatives.

IMPACT

Thomson Reuters created a Gender Partner Hub Site for employees to internally share tips, articles, and videos, have discussions about pertinent topics, and showcase the work of gender partners across the globe.

In eight days, the site had:



Participation in the 2017 Thomson Reuters' annual tech "unconference" gave the pilot exposure with:

500+ participants

several info sessions

2 lightning talks

"Unconscious Bias Monopoly" workshop hosted by senior leaders

A Gender Inclusive Tip Sheet: "5 Things You Can Do to Build an Inclusive Culture"



ACTIONABLE RECOMMENDATIONS

Recommendations and insights to start a gender partnership initiative:



To maintain traction, there needs to be high level executive support and ongoing commitment. A sub-set of program participants were asked to help keep the momentum going alongside key executive sponsors.



People with a large sphere of influence throughout the organization, from the director, senior director and VP levels, need to have **genuine interest and commitment to gender partnership.**



Create a shared language and a shared set of values upon which to build gender partnership.



Integrate learnings to reach outside the sphere of program participants. At Thomson Reuters, employees can earn “Hub Badges” for various ally programs.



Continue initiatives after the pilot program has ended to help make the overall program successful.



Share company-specific representation data with those interested in gender equity to understand the specific challenges your organization faces and collectively build a model that prioritizes data-driven leadership, transparency, and diversity.

EYE-OPENING IMPACT

In each team involved in the Thomson Reuters pilot, facilitators reported that at least one man said, “I came into this course thinking I knew it all, because of my (choose one or more: engineer wife, female boss, female employees, or science-oriented daughter). But I was wrong. I learned so much.”

IMPACT (CONT.)

2,600+

GENDER PARTNERS

Over 2,600 Gender Partners (51% men and 49% women) have received Hub Badges to date. To receive an online Gender Partner Hub Badge, employees watch an internal video, take the [Harvard Implicit Bias test](#) and make a personal commitment.

Hub Badges are showcased on our intranet—increasing visibility. Employee participation in ally programs informed a Gender Inclusive Tip Sheet.

APPRECIATE A GENDER PARTNER

Several hundred gender partners have seen their inclusive behavior appreciated by their peers promoting camaraderie and a sense of belonging.



COLLABORATE WITH THE TEAM >

REACH OUT:

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LEARN MORE:

Advancing Women Technologists into Positions of Leadership

<https://anita.org/resources/>

AnitaB.org is a social enterprise founded on the belief that women are essential to building technology the world needs. We envision a future where the people who imagine and build technology mirror the people and societies for whom they build it. Learn more about TEF and our latest research on organization transformation at [AnitaB.org/Resources](#).