



Research Update

Our second deep dive, "Invisible Lives: Celebrating and Leveraging Diversity in the Executive Suite," is due to be published in the November issue of the *Harvard Business Review*. This research (sponsored by **General Electric**, **Time Warner** and **Unilever**) explores the strengths inherent in the roles and relationships of professionals of color with particular attention to the lives of multi-cultural women. Many of their roles have remarkable "heft"; they reach into neighborhoods and communities, build networks, hone leadership skills and deepen values. These extra-curricular roles are, however, almost completely below the radar. This invisibility makes it extremely hard for employers to figure out how to celebrate or leverage these life roles. The study provides rich information for developing a second generation of corporate practice focusing on celebrating and leveraging the full potential of minority professionals. We anticipate a launch event in November 2005.

We're pleased to announce that **UBS** has joined **American Express**, **BP** and **Ernst & Young** to sponsor "Re-engineering Extreme Jobs." The launch is expected in

Diversity Rewarded

DiversityInc. announced the Top 50 Companies for Diversity in June 2005. We are proud to claim four companies in the Top 50 as Task Force members: **PepsiCo**, **Pitney Bowes**, **American Express** and **Unilever**. Two hundred companies responded to the survey which had participants answering 230 questions. The queries were divided into four sections: human capital, CEO commitment, corporate communications and supplier diversity.

spring 2006. **Cisco**, **Johnson & Johnson** and **Pfizer** are sponsoring our deep dive, "Pipelines, Preparedness and Progressions" which will take a close look at women in science, engineering and technology. Launch is anticipated in fall 2006.

Calling All Members

We are pleased to announce a targeted expansion of Task Force membership. Our goal is to grow the Task Force with 30 new members, nominated by the Task Force Co-Chairs and Steering Committee. These new members will take part in our annual "HBD Summit," attend launch events for HBD research and be part of the inter-company network of corporate leaders committed to nurturing female and minority talent over the life span. (Co-Chairs and Steering committee members will continue to meet twice a year in our established rhythm.) We are open to suggestions and ideas as to other companies in or out of your sector who should be invited to join the Task Force. Please submit any ideas to the Center, cwlp@worklifepolicy.org or 212-315-2333.

Lehman Brothers, **The New York Times Co.** and **Time Warner** made the list of 25 Noteworthy Companies for Diversity. These honorable mentions singled out companies who showed strength in one or more of the four areas surveyed. In the words of *DiversityInc.*'s Senior Vice President and Executive Editor Barbara Frankel, "The most important factor to note here is that a company that manages its diversity well is a well-managed company over-all."

Events:

The Hidden Brain Drain Summit is tentatively scheduled for June 2006.

Submissions:

We are always open to ideas, announcements and submissions. Please send them to: Karen Sumberg
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Publicity Notes & Announcements

Our "Off-Ramps and On-Ramps" research has had enormous impact. Based on the deluge of mail from individual women and men, and inquiries from many companies, it is clear our work has struck a nerve. Task Force members are on the cutting edge of second generation workplace policies benefiting women and minorities over the lifespan. As a result, we have been busy keeping up with the demand from people eager to learn about our work.

In the past few months Sylvia and Carolyn have made presentations to the Conference Board; the National Council for Research on Women; the Forte Foundation; women's networks at Goldman Sachs, Johnson & Johnson and Lehman Brothers; a Hidden Brain Drain workshop in London hosted by Eversheds and Lehman Brothers; and an Ernst & Young webcast. Carolyn and Melinda Wolfe participated in the "Opting In" forum at the Aspen Institute.

Off-Ramps and On-Ramps research was recently featured in *More Magazine* (June 2005), *The New Republic* (July 4) and *The Economist* (July 23).

Our "Hidden Brain Drain" Task Force continues to grow and flourish. Earlier in the year **PepsiCo** and **Coors Brewing Company** came on board. Over the last three months, **Citigroup**, **Credit Suisse First Boston**, **Dell**

Action Initiatives Update

The task force is newly committed to driving change on the ground targeting three areas: corporate practice, education and public awareness.

Corporate Practice: Preparations are underway for the first "Hidden Brain Drain Summit" in June 2006. At this event Task Force members, advisors and scholars will meet to brainstorm research findings, share emerging best practices and build action plans.

Education: Task Force members are collaborating with the Tuck School of Business and the London Business School. Tuck is developing a program for on-rampers and is seeking Task Force members interested in being part of this pilot effort. Similarly, the LBS is exploring the idea of a consortia program.

Public Policy & Awareness: Sustainability is often used in the environmental context. What if companies focused on a sustainable human resource model? Professor Anwar Shaikh, economist at the New School, is working with us to develop the concept of a "human sustainability index" utilizing a new measure of "Return on Engagement."

and UBS became Task Force members. A warm welcome to our new members, all of whom bring leadership and deep experience to the Task Force. We look forward to working with them.

Ella Bell (Tuck) is recuperating at home in North Carolina in the wake of an accident involving a pick-up truck. We wish her a speedy recovery. **Ellen Bloom** (American Express) is off-ramping to consider the next stage of her career (ejbnyc@aol.com). **Steve Richardson** will be the Amex representative on the Task Force. **Dessa Bokides** is leaving Pitney Bowes to become CFO at REIT ProLogis and will be moving to Denver with her family. Congratulations to **Angela Williams** on her June marriage to Rod and on receiving a Henry Crown Fellowship at the Aspen Institute.

In the first half of 2005 we welcomed three new members to our staff. Rayna Leiter started in January as a part-time research associate and events coordinator. Karen Sumberg signed on as our communications coordinator in June and Danielle Samalin assumed a project manager position in July.

Project Director Sandy Southwell is currently on parenting leave; Lucas was born on June 25. Congratulations to the Southwell family. We look forward to welcoming Sandy back in the fall.

Job Fair for On-Rampers

You Can Do It Corp, an organization which helps stay-at-home mothers returning to the workplace and working mothers changing careers, is running a series of career workshops and a job fair. The group works with corporations and organizations to help them better understand how to access and attract off-ramped women. CWLP is on the advisory committee for the up-coming events. Workshops will take place in New York, New Jersey and Westchester in September. **Lehman Brothers** and **Ernst & Young** will take part in the October Job Fair. To participate or be a sponsor call 800-833-6687 or visit www.motherscandoitny.com.