Case Study: Prepared or Not

Your company has a newly formed Women’s IT Network, called *Women Innovate Now* (WIN). WIN’s annual goals are listed below:

- **Recruitment** - assist with the creation of a female recruitment strategy aimed at increasing representation of women in the IT field
- **Retention** - increase retention of female IT professionals
- **Visibility** - increase awareness both within and outside of the company about the D&I efforts
- **Climate & Culture** - assist with strengthening the culture for female employees, XYZ company as a great place for women.

Your company’s Chief Information Office (CIO), a white male, has been invited by WIN to be a lunch time speaker. He has accepted the invitation.