

In 1998, with a \$1.1 million grant from the Ford Foundation, Simmons School of Management (SOM) launched the **Center for Gender in Organizations** (CGO), a center dedicated to innovative scholarship and practice on advancing gender equity in work organizations worldwide. Today, the Center for Gender in Organizations flourishes with rigorous consulting, research, practice, and convening efforts.



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The Center for Gender in Organizations serves as a leadership forum for scholars and executives determined to improve organizational effectiveness by strengthening gender equity and diversity in the workplace. Our work has four powerful dimensions:

1. **Action** – We are delivering a call to action that helps executives understand that gender issues truly matter and that dealing strategically and systematically with gender equity in work practices improves organizational performance. Linking Gender, Diversity, and Organizational Effectiveness
2. **Research** – Our rigorous original research that serves to advance thinking and practice in our areas of specialization and to give our members, sponsors, and the public important strategies, tools, and metrics for building gender equity.
3. **Outreach** – We serve as speakers, consultants, trainers, authors, and respected experts for the media, as part of a highly focused dissemination program.
4. **Membership** – We are a membership organization helping scholars, practitioners, and others benefit from and contribute to a growing body of important work.

As an internationally recognized research and practice leader in gender equity, diversity, and organizational effectiveness, CGO also offers the following services:

Consulting and Training

We are teachers, trainers and facilitators by nature. The Center for Gender in Organizations' faculty and affiliates are available to consult with and train individuals, teams, departments, and entire organizations on specific aspects of gender, diversity, and workplace productivity, such as our Bystander training program, lessons in civil courage for sustaining more diverse and inclusive organizations.

Creation and Generation of Knowledge

Research and publications have been the cornerstone of CGO's work since our inception. This intellectually rigorous, thought-provoking body of original work positions us well to perform insightful customized research for sponsoring clients. Our publications have an international audience, including Fortune 500 companies. *Commentaries* and *Insights* are downloadable from our website.

CGO Commentaries are articles adapted from talks or papers delivered by our faculty affiliates and other distinguished scholars and practitioners highlighting current and emerging topics in gender equity, diversity, and organizational studies.

CGO Insights is a series of short briefing notes on topics promoting organizational effectiveness through improved gender equity and diversity, written for practitioners and scholars alike.

CGO Working Papers disseminate trends and new developments in research, theory, and practice related to gender equity, diversity, and organizational effectiveness.

Current Partnerships

- **Bill and Melinda Gates Foundation:** improving hiring and retention of women in sub-Saharan Africa
- **Carnegie Foundation:** African Universities Gender Research Network (AUGERN)
- **National Council for Research on Women:** Women of Color Initiative
- **The Japanese Women's Leadership Initiative:** funded by the Fish Family Foundation
- **The Japanese Women's Leadership Seminar and Forum:** funded by the US-Japan Foundation
- **Practicing Gender Equality in Science (PRAGES):** funded by the European Commission
- **Madrinas:** a national organization of leading Latina executives
- **Women of Color in Academic Medicine:** NIH grant based at Harvard Medical School