

# COLORADO ACTION PLAN

1

## Board Assessment & Planning

- Conduct skills matrix analysis
- Set specific diversity targets with timelines
- Create succession plans incorporating diversity goals



2

## Pipeline Development

- Partner with executive search firms specializing in diverse candidates
- Create sponsorship programs for senior women executives
- Develop relationships with women's leadership organizations



3

## Policy Implementation

- Adopt formal board diversity policies
- Implement "Rooney Rule" style interview requirements
- Regular reporting on diversity metrics and progress



4

## Industry Collaboration

- Share best practices across companies
- Create industry-specific talent pools
- Joint mentorship programs



5

## Structural Changes

- Review board refreshment policies
- Consider board size expansions
- Evaluate term limit

