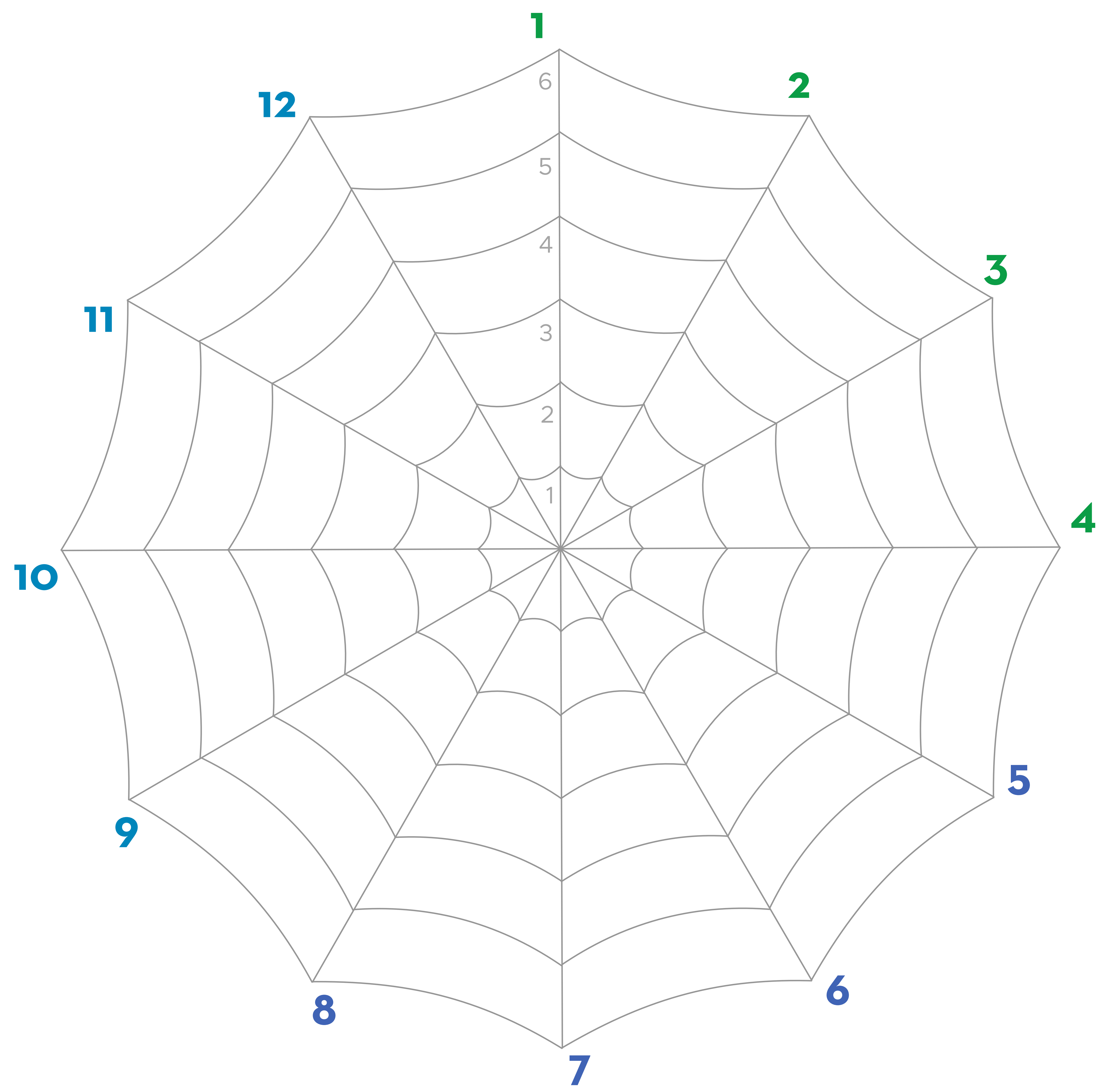


This tool helps fund managers identify risk factors in their current Due Diligence (DD) practices and uncover the drivers behind these risks.

Rate your DD practices in these 12 categories, based on how much your fund is doing in this area. Use a 1-6 scale (1 = no effort, 6 = very high effort)



WHO EVALUATES? *Consider roles and backgrounds of those involved in the DD process:*

- 1. Diversity** What diversity do the people (internal team members, third party evaluators, board members, etc.) involved in your DD process bring in terms of background, skills, and experiences? How approachable are they for target entrepreneurs?
- 2. Power** Who holds power across different stages of DD? Who is excluded? How is diversity reflected among gatekeepers and decision-makers?
- 3. Commitment** What is the level of buy-in, commitment, and leadership for gender equity goals among involved stakeholders?
- 4. Preparedness** How is everyone involved in DD informed, equipped, supported, and incentivized to deliver on desired gender outcomes and to mitigate potential bias?

WHAT IS EVALUATED? *Review how gender considerations are integrated and valued among the criteria, screens, and rubrics used in DD processes.*

- 5. Neutrality** How do your criteria and screens take into consideration gender analysis and gender differences? How do gender-blind/-neutral criteria affect scores and screen out desirable candidates?
- 6. Value** How are gender factors and indicators valued vis-a-vis your other selection criteria? What priority or weight do they get?
- 7. De-Biasing** Have you removed scoring models and measures of success that largely favor male applicants? Do the criteria used capture specific strengths that women and gender-forward companies bring to the table?
- 8. Inclusivity** How gender-sensitive are your criteria to screen-in women-led and gender-forward businesses? How gender-inclusive? Do you have specific gender-equity criteria and screens?

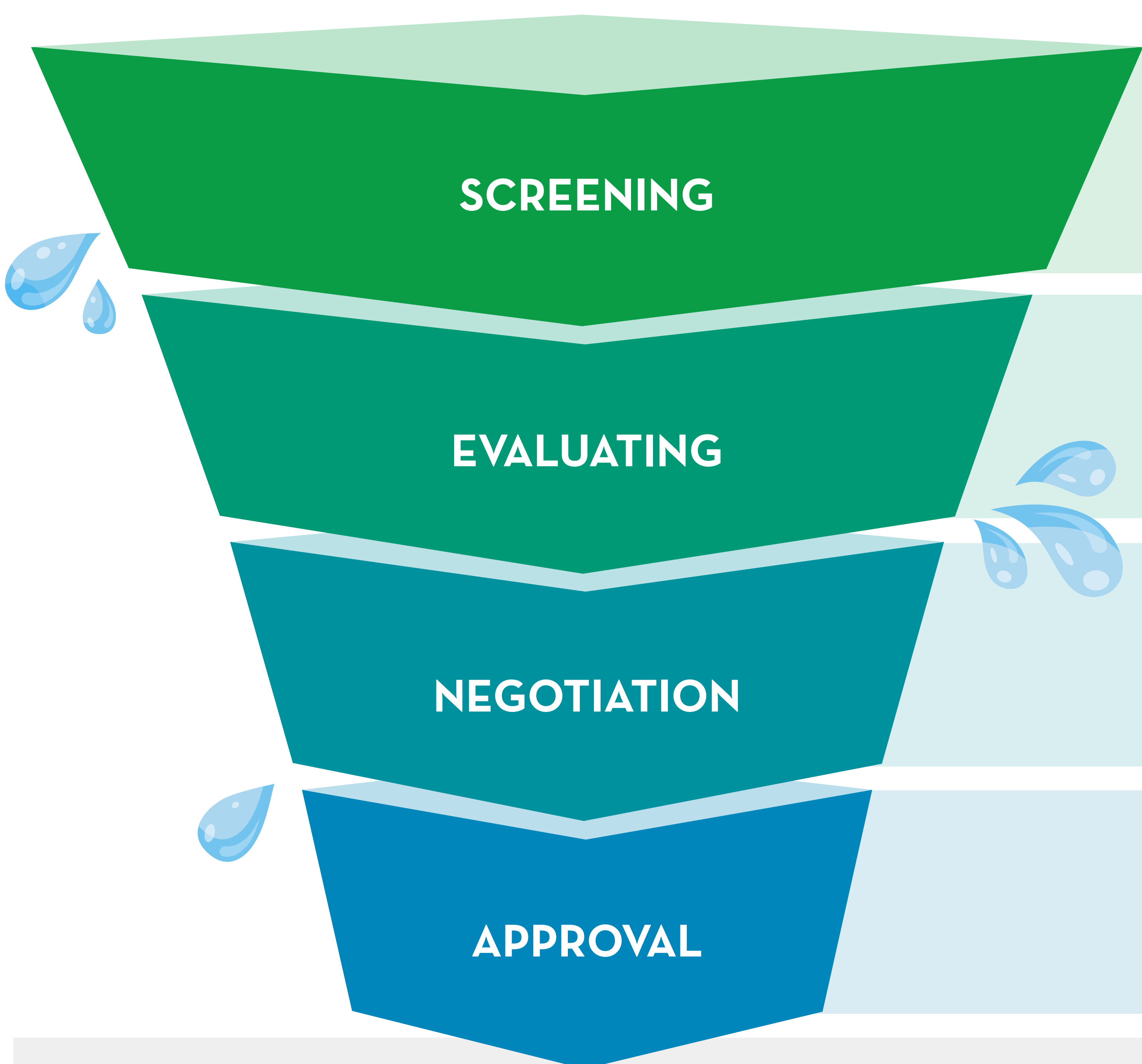
HOW IS IT EVALUATED? *Review how your DD processes are designed, deployed, and monitored to deliver on desired gender outcomes.*

- 9. Objectivity** How subjective or objective are your DD processes? What are informal and formal decision-making points along the way? What safeguards are in place to ensure criteria and assessments are uniformly applied?
- 10. Checks** How is your system set up to facilitate transparency, reporting, and to continually steer the organization towards desired gender outcomes?
- 11. Incentives** What incentives and rewards are in place for gender outcomes? What mitigation measures and consequences are in place if problems are identified?
- 12. Data** How are you collecting, analyzing, and leveraging gender data to inform and improve DD processes? Do you have feedback loops in place to improve processes and experiences?

This tool helps fund managers to (1) define desired GLI outcomes, (2) brainstorm specific opportunities to improve their Due Diligence (DD) practices towards desired outcomes, and (3) prioritize three concrete actions to move into implementation.

IDENTIFY OPPORTUNITIES FOR IMPROVEMENT

Identify leverage points that can drive positive change in the Due Diligence process



IDENTIFY OPPORTUNITIES FOR IMPROVEMENT Identify leverage points that can drive positive change in the Due Diligence process		
WHO is involved? Who has power?	WHAT criteria and rubrics are used for assessment?	HOW are processes designed and monitored?

Desired outcomes
Check relevant box(es)

Gender Equity
Good fit women-led companies are *not selected out*

Gender Impact
Good fit gender-forward companies are *selected in*

Other

Identify Top 3 Actions: