**OVERVIEW**

Companies are challenged with hiring, retaining, and promoting women to increase female representation in the workforce and in leadership positions.

Women with non-linear career paths due to motherhood face barriers upon reentry to the workforce.

**METHODS**

- Review Literature
- Research company programs and women’s employment support organizations
- Interview successful returners

**LITERATURE CITED:**


**BARRIERS**

<table>
<thead>
<tr>
<th>Physical</th>
<th>Sociological</th>
<th>Psychological</th>
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</thead>
<tbody>
<tr>
<td>Resume</td>
<td>Family Roles and Responsibilities</td>
<td>Identity</td>
</tr>
<tr>
<td>Work History</td>
<td>Male Construct of Leadership</td>
<td>Values</td>
</tr>
<tr>
<td>Work Gaps</td>
<td>Perception of Motherhood</td>
<td>Authenticity</td>
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<td>Industry or Sector</td>
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<tr>
<td>Geography</td>
<td>View of Unemployment</td>
<td>Imposter Syndrome</td>
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</tbody>
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**BRIDGES**

**Companies**

- Set goals for equitable gender representation
- Invest in reentry initiatives
- Commit to fair hiring practices
- View the resume as only part of the story - Respect non-linear career paths
- Promote more female leaders

**Female Returners**

- Network - Be Involved
- Stay current with industry and market information
- Take classes – Get licenses and certifications
- Find the right industry and organizational fit
- Share positive reentry experiences and stories with other women

**For Further Information**

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