



USAID's Engendering Industries Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries:

5.2 Develop structured talent development plan and process to counteract bias and gender parity and diversity imbalances in talent pool

About Your Gender Equality Plan

The following Gender Equality Plan was generated using Engendering Industries' online tool: [The Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries](#). The best practices listed in this plan were identified and included to fill gender equality gaps at your organization. The information included in your plan provides an overview of how to implement best practices, challenges to implementation, and markers of success. More information and resources for advancing gender equality at your company are available at EngenderingIndustries.org.

Description

Define based on gap analysis:

- Talent and leadership development strategy, which is long-term and includes both mid and long-term targets, to counteract gender parity and diversity imbalance
- Targets for inclusion of women and individuals with diverse social identities in the talent programs set higher than the current representation of women in the overall workforce (50:50 gender parity targets advised)
- Structured process to meet targets and to counteract bias, especially in identification and assessment of talent

Create individual development plans for employees and leaders connected to career goals and audited for parity and diversity

Embed gender awareness and diversity curriculum in all talent and leadership development programs

Challenges to Implementation

Development opportunities for employees and access to training may be ad hoc rather than connected to career goals or talent needs of the company

Development initiatives offered may not be fully aligned with corporate strategy

Managers may not be fully trained to have development conversations with employees

Corporate culture and infrastructure may not support women in leadership positions and therefore not support female talent

What Success Looks Like

Development plans for employees are connected to career goals and audited for equity and any inequities found are corrected

Professional development opportunities are designed intentionally to address identified gender parity and diversity gaps

Measures are developed to counteract bias in talent selection, assessment and in promotion (e.g., annual talent and leadership committee assessing the progress of each person within the talent and leadership pool)

Increased numbers and percentages of women and men with diverse social identities in talent development programs within different positions and departments

Resources and Tools

Tool: [Gender Inclusion & Diversity Toolkit](#) (Canadian Manufacturers & Exporters)

Report/Study: [Empowering Women in the Workplace. Future Talent Strategies: Gender Diversity and Leadership](#) (Robert Walters)