



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

**6.4 Organize informal talks between the CEO and employees, ensuring inclusion of women with diverse social identities**

## **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](https://EngenderingIndustries.org).

**Description**

Organize informal meetings such as breakfast, lunch, or coffee with the CEO with the goal to foster connection, belonging, and relevance in the company culture; this will not only foster the relationship between employees and management, but will also lead to cross-functional exchange between employees

Invite male and female employees to participate or set up a raffle/lottery to win a spot at the event

Target invitations to women so they may attend these meetings and talk about challenges/difficulties faced by female employees at the firm, proactively engaging and empowering women so their concerns are heard by the head of the organization

**Challenges to Implementation**

There may be limited time and financial resources to organize these events

Employees may be reluctant to sign up or participate in the event due to fear or unease about talking to the CEO or upper-level management

Open and “eye-to-eye” culture is needed for this format to be successful

Challenges with the CEO following through with commitments to host events regularly, may result in a poor internal reputation for consistency

**What Success Looks Like**

Meetings result in high potential team members being “discovered,” new and innovative ideas and/or problems identified along with suggested improvements

Female employees are given a platform to discuss challenges and propose improvements for the organization

**Resources and Tools**

**Article:** [Why You Should Create a “Shadow Board” of Younger Employees](#) (Harvard Business Review)

**Article:** [How CEO Lunches Improve Employee Engagement](#) (Forbes)

**Article:** [Executive and CEO Lunches with Employees help Build Bridges](#) (The Balance Careers)

**Article (incl. Video Interview):** [The Rewards of an Engaged Female Workforce](#) (Boston Consulting Group)