



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

**2.6 Conduct a diversity hiring audit to determine what is not contributing to gender equality and diversity goals**

## **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**

Review and improve each step in the hiring process through a diversity hiring audit with the aim of increasing women with diverse social identities in the candidate pool, selection, and hiring processes

Evaluate gender and diversity hiring metrics in successive hiring rounds and improve one or two metrics that support equitable and inclusive hiring

Appoint a multi-departmental and -disciplinary team with training to perform objectively (if done internally)

### **Challenges to Implementation**

Resources to hire external auditor or conduct training for internal audit may be scarce

### **What Success Looks Like**

Areas for improvement in relation to gender and D&I are identified, and corresponding measures to address challenges are implemented

A review of recruitment and hiring policies and practices is conducted and informed by audit findings

Improved design for hiring process successfully helps attain gender equality and diversity hiring goals

### **Resources and Tools**

**Tool:** [Self-Assessment Equalities Checklist](#) (Equality Online)

**Tool:** [Diversity and Inclusion Checklist Generator](#) (Michael Page)

**Article:** [Diversity Hiring: 6 Steps to Hiring More Diverse Candidates](#) (Ideal)

**Article:** [Measuring diversity, equity, and inclusion in your workplace](#) (SurveyMonkey)