



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

12.3 Create informal communication opportunities to discuss gender equality-related topics

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

Host events, discussions, or other activities to informally discuss gender equality in the workplace

Create an environment where employees can freely discuss gender equality in a comfortable and open way without the pressure of a formal event

Use a variety of ways to engage employees in a fun and meaningful way (e.g., film screenings, book clubs, discussion groups, games, etc.)

Challenges to Implementation

Limited financial and human resources might deprioritize events or activities that are not business critical

Employees might not attend optional events

What Success Looks Like

Informal communications opportunities are used regularly to engage employees and discuss gender equality in an informal and unthreatening way

Employees regularly attend and participate in the scheduled events or activities

Resources and Tools

Article: [15 Activities Of Diversity And Inclusion In The Workplace](#) (Vantage Circle)

Article: [Sixteen Films to Inspire Discussions about Gender Equality](#) (Medium)

Article: [The 7 Best Books to Learn About Gender Equality, Recommended by Activists](#) (Global Citizen)