



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

3.2 Communicate company commitment to gender equality, diversity, and inclusion during onboarding

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

Share expectations regarding respect for and contribution to gender equality and D&I by employees, making values an important part of the onboarding process

Review onboarding communication and tools, such as specialized software to ensure content is gender-inclusive and diverse, reflects company policies on gender equality and D&I, and includes gender-reflective questions in new employee surveys^[1]

Use e-learning and gamification to inform new hires about important topics, values, and policies related to equality and D&I

Provide a checklist with relevant policies, company values, and other information for the new employee's exposure

Challenges to Implementation

Lack of awareness from management, organization, and peers on how important good onboarding is to create an inclusive workplace

Lack of awareness of HR and support staff of their own biases resulting in differences in supporting women and men in the integration process

Organization may not be used to informal learning and information sharing

What Success Looks Like

All new hires feel welcome and fairly treated, experiencing an inclusive work culture from day one

All new employees are aware of their responsibilities and obligations to promote an inclusive workplace culture free of sexual harassment and discrimination against women

Onboarding process builds on the experiences and knowledge of existing employees and contributes to increased awareness on the benefits of gender equality and D&I

Resources and Tools

Report/Study (incl. Tools): [Onboarding New Employees: Maximizing Success](#) (Society for Human Resource Management)

Article: [Understanding and Designing an Inclusive Onboarding Experience](#) (Medium)

Webinar: [Building an Effective Onboarding Strategy](#) (Ajilon)

Video: [HR Basics: Onboarding](#) (Gregg Learning)

[1] **EMPLOYEE SURVEY.** Tool used by organizational leadership to gain feedback on and measure [employee engagement](#), [employee morale](#), and [performance](#). The three most common types of employee surveys include employee opinion and satisfaction surveys, employee culture surveys, and employee engagement surveys. (Source: [Society for Human Resource Management, Managing Employee Surveys](#))