



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

**3.3 Encourage managers and other employees to actively work to integrate new hires in their first year of employment**

## **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**

Ensure that newly hired women and men are equally introduced to important stakeholders

Establish social events (mixed-sex and women-only), informally and formally, to introduce new employees to other employees within the company, including managers and leaders

Create informal support structures for new hires, such as a buddy system<sup>[1]</sup> or networks (see below)

Create peer-to-peer learning groups, in addition to a buddy system, to support new women and men who join the organization

Integrate new female employees into the company's existing women's network/association or other networks in the workplace

**Challenges to Implementation**

Time constraints of management and peers

No person in place to develop the process and lead initiatives

Corporate or local culture may not be supportive of informal gatherings of women and men

**What Success Looks Like**

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

Women and men have the same opportunities to establish inclusive, informal networks

**Resources and Tools**

**Report/Study:** [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)

**Blog:** [Inclusion Starts on Day One: 10 Ways to Build an Inclusive Onboarding Experience](#) (Asana)

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[1] **BUDDY SYSTEM.** An onboarding and knowledge sharing method used to orient new employees where the buddy is an existing employee who guides the new employee through the first few weeks or months on the job. (Source: [PMI, Implementing a Buddy System in the Workplace](#))