USAID's Engendering Industries Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries:
3.5 Establish system of regular check-ins with new hires in 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.

Description

Follow up with new hires regularly to ensure they are feeling comfortable and well-embedded in the organization, create opportunities for them to get and provide feedback

Use structured or semi-structured interviews and questionnaires, or focus group sessions, to understand whether they are facing any obstacles or hindering factors, asking specific questions on the work environment, job satisfaction, potential to deal with assigned duties, team collaboration, cooperation with managers, and positive or negative aspects of cooperation including any kind of discrimination or harassment experienced

Ensure feedback is taken seriously and reflected back into the organization in a manner that helps to improve and does not create a negative backlash

Challenges to Implementation

Limited HR resources and competing priorities

Acceptance to establish such feedback loops in addition to other established complaint mechanisms or functions may be limited

Victimization of, or backlash against, new hires who address negative issues may impede open feedback

What Success Looks Like

Satisfaction and retention rate of women one year after hiring is high

Inequality, exclusion, and other negative issues identified in onboarding process are addressed and resolved successfully

New hires show strong performance rates

New hires feel engaged, motivated, and identify with the organization

Article: [New Employee Onboarding Guide](#) (Society for Human Resource Management)

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

Blog: [17 Powerful Employee Onboarding Questions You Can Use](#) (Culture Amp)