



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

3.8 Develop and conduct gender awareness, anti-discrimination, diversity and inclusion, and unconscious bias trainings

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

Develop detailed training plan to integrate gender awareness, anti-discrimination, D&I, and unconscious bias trainings targeted to all levels of the organization, integrating this content within all trainings to support strategy implementation and mindset shift

Develop standardized gender awareness, anti-discrimination, D&I, and unconscious bias training materials and/or partner with training providers

Include anti-discrimination, gender awareness, unconscious bias, and sexual harassment topics in onboarding trainings

Strategically select target groups for various forms of learning on these topics, including:

- Senior managers
- Gender equality and social inclusion groups, company change agents, ambassadors, or focal points
- Hiring and promotion committees
- Employee representatives (e.g., members of the union)
- Male and female role models
- Supporting business functions (e.g., HR, communications and branding, ethics)

Challenges to Implementation

If the company lacks in-house capacity to deliver gender awareness, unconscious bias, D&I, and anti-discrimination training, then it may have to be outsourced at a cost

Focusing on one aspect of the above may be required to support strategy implementation and/ or tackle current needs of the organization

Developing or adjusting tailored trainings for different target groups may require external support and budget

What Success Looks Like

Detailed training plan, including budget, approved by senior leadership to train all levels of the organization

Training material developed to and delivered by a qualified and skilled training provider

Related training provided on a regular basis with the aim to have all senior managers and employees trained

All senior managers and employees are aware of their responsibilities and obligations to promote an inclusive workplace culture free of harassment and discrimination

Employees report higher satisfaction with workplace culture

Gender equality and social inclusion group (change agents, ambassadors, focal points) feel well equipped to be active roles and convincing change agents

Resources and Tools

Guide: [Tips for Facilitating Unconscious Bias Discussions](#) (NCWIT)

Tool: [Bias Quiz](#) (Harvard)

Tool: [Gender Equity Quiz](#) (Jobs for the Future)

Tool: [Give your own Unbiasing Workshop](#) (re:WORK)

Course/E-learning: [I Know Gender](#) (UN Women Training Centre)

Course/E-learning: [Gender Equality and Energy](#) (World Bank Open Learning Campus)

Course/E-learning: [Doing Gender and Why it Matters](#) (edX)

Course/E-learning: [Gender 101 Training](#) (USAID)

Course/E-learning: [Diversity and Inclusion in the Workplace](#) (Coursera)

Course/E-learning: [Unconscious Bias](#) (Microsoft)

Course/E-learning: [Optimizing Diversity on Teams](#) (Coursera)

Course/E-learning: [Understanding Diversity and Inclusion](#) (Future Learn)

Course/E-learning: [Manhood 2.0: A Curriculum Promoting a Gender-Equitable Future of Manhood](#) (Equimundo)

Training Resource/Tool: [Challenge Gender Bias](#) (LeanIn)

Training Resource/Tool: [Genderbread Person](#) (Hues)

Training Resource/Tool: [50 Ways to Fight Bias](#) (LeanIn)

Training Resource/Tool: [Organize a Workshop for Staff](#) (United Nations)

Training Resource/Tool: [Passages' Social Norms Training Curriculum](#) (Georgetown University)

Report/Study: [Breaking Barriers: Unconscious Bias in The Workplace](#) (ILO)

Video: [Gender Equality](#) (World Economic Forum)

Video: [We should all be Feminists](#) (Chimamanda Ngozi Adichie)

Video: [What does my Headscarf mean to you?](#) (Yassmin Abdel-Magied)

Video: [Addressing Unconscious Bias](#) (McKinsey & Company)

Video: [What is Unconscious Bias?](#) (enei)