USAID's Engendering Industries Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries:
10.3 Develop and institutionalize targets and/or Key Performance Indicators (KPIs) for individual managers and departments to support gender equality.

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

Set gender equality and diversity targets for each department, based upon staffing needs, skills gaps, budget, and anticipated staffing levels for the timeframe identified

Ensure that the targets are a realistic reach for each unit, while also aligning with the company's gender and diversity targets. Targets may be set at company, division, department, and individual levels

Create accountability for reaching gender equality targets, by embedding them into manager/supervisor performance reviews, individual or company performance contracts, KPIs, compliance matrices or other performance review frameworks

Utilize available labor market metrics to set SMART diversity and gender equality targets

Challenges to Implementation

Performance of managers/supervisors is not related to KPIs, and the KPI system is not used within an organization

Lack of talent maps, competency matrices, or other analyses available to provide a clear picture of staffing gaps and priorities

Limited talent pools with the required skills and competencies

There may be limited willingness or buy-in from leadership to set or report on targets for hiring women

Weak data management systems, making it difficult to monitor and track progress

Resistance or resentment from male staff to setting targets that promote hiring of more women

Lack of incentives to reach targets

Top leadership is not walking the talk and/or has no specific targets for themselves (gender targets are only set for mid management levels)

What Success Looks Like

Departmental targets established, linked with corporate gender equality targets and KPIs, and aligned with corporate business goals

Active engagement of leadership and management to set targets at the unit level and embed those into company performance frameworks

Clear accountability for achieving targets and mitigation measures for failing to meet targets for everyone in a leadership role

Actions taken to adopt recruitment and hiring policies and practices to support achievement of targets

Training and support provided for recruitment and hiring staff and department managers to ensure a successful target-setting process

HR data shared to support the target-setting process

Communication amongst department heads to ensure alignment of targets

Resources and Tools

Guide: [Workplace Gender Audit Guide](#) (Victoria State Government)

Guide: [The Roadmap to Gender Equality in the Workplace: Measuring and Evaluating](#) (UN Global Compact)

Guide: [Setting Gender Equality Targets](#) (WGEA)

Article: [How to Set Diversity Goals – the Smart Way](#) (Fair HQ)

Article: [How We Set Diversity Targets](#) (Medium)

Article: [Strategies to Infuse D&I Into Your Organization](#) (Harvard Business Review)