



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

**10.4 Disclose targets and/or KPIs on women's participation and leadership in publicly available reports and indices**

## **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**

Set gender equality and diversity targets and report on gender equality and D&I objectives and performance toward these objectives in the company's annual report, on its website, in a separate gender equality or sustainability report, to realize these benefits:

- Compliance with global sustainability reporting standards such as the Global Reporting Initiative (GRI) which request the disclosure of gender-related indicators and targets
- Supports achievement of the United Nations Sustainable Development Goals (SDGs), especially SDG 5 which calls for gender equality and the empowerment of all women and girls by 2030
- Ensures company measures progress toward achieving gender equality and D&I in a meaningful way

Include in the annual report, website, and in a separate gender equality or sustainability report, the proportion of women employees overall, including senior executives and board members

Measure progress by evaluating company against Thomson Reuters [D&I \(Diversity and Inclusion\)](#) or another Social Responsibility Index to see where scores may need improvement to attain top 100 ranking for investor funds

## **Challenges to Implementation**

CEO commitment to disclose KPIs or gender equality and diversity targets may be weak

Required qualitative or quantitative (sex-disaggregated) data may not exist or may be difficult to obtain

Potential fear from leadership that disclosing data/ information about gender equality and D&I makes the company vulnerable to criticism

Sustainability reporting according to GRI requires time and effort, which may constrain limited available human and financial resources

#### **What Success Looks Like**

Quantitative gender equality and diversity targets set with regular annual reporting on performance

Transparency, awareness and visibility on gender equality and D&I increased

Improved public image of company through disclosure of performance in gender equality and D&I practices

Increased number of qualified female candidates apply to open positions

Potential to be included within the top 100 ranked D&I indices for investors

#### **Resources and Tools**

**Guide:** [How to Set Gender Diversity Targets](#) (Workplace Gender Equality Agency, Australian Government)

**Guide (incl. Sample Employee Survey Questions):** [Guideline for Gender Balance Performance and Reporting](#) (ASX Corporate Governance Council)

**Guide:** [8 Tips for Announcing Your Workforce Diversity Numbers](#) (NCWIT)

**Tool:** [Organizational Goal Setting for Gender Equality and Inclusion](#) (USAID)

**Tool:** [Target Setting Calculator](#) including (Workplace Gender Equality Agency, Australian Government)

**Example:** [Diversity & Inclusion Index](#) (Thomson Reuters)

**Example:** [Gender-Equality Index](#) (Bloomberg)

**Report/Study:** [Gender Indicators: What, Why and How?](#) (BRIDGE)

**Report/Study:** [Towards More and Better Reporting](#) (Global Reporting Initiative)

**Video:** [Transparency as a Force for Gender Equality](#) (Global Reporting Initiative)

**Video:** [The Facts About Gender Equality and The Sustainable Development Goals](#) (UN Women)