



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

9.5 Model action that supports gender equality, diversity, and inclusion at leadership levels

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

Senior leaders at top leadership levels model inclusive language with strong and direct communication committing to gender equality and D&I

Disclose board selection process, skills, and diversity goals in a transparent process

Challenges to Implementation

Unconscious bias exists within the company

What Success Looks Like

Implemented training programs raise awareness of unconscious bias and build commitment to implementing policies and procedures that ensure gender equality and D&I

Gender equality and D&I is an ingrained part of corporate culture and institutionalized in all programs and activities

Leaders are acting as role models for driving gender equality and D&I efforts

Resources and Tools

Report/Study (incl. Case Studies): [Gender Diversity Journey: Company Good Practices](#) (ILO)

Report/Study (incl. Case Studies): [Backlash And Buy-In: Responding To The Challenges Of Achieving Gender Equality](#) (Male Champions of Change)

Report/Study: [7 Steps to Conscious Inclusion: A Practical Guide to Accelerating More Women into Leadership](#) (ManpowerGroup)

Article: [Madam C.E.O., get me a coffee.](#) (New York Times)

Video: [Gender Inequality at Energy Utilities](#) (Bjarni Bjarnason, Reykjavik Energy)