

GENDER EQUALITY RAPID ORGANIZATIONAL ASSESSMENT QUESTIONS

ATTRACTION AND TALENT OUTREACH

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|----------|---|---------------------------|-------------------------------------|
| 1 | You showcase your organization as a good place to work for women, in all their diversity. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 2 | Your company works to inspire, motivate, and encourage young girls to pursue an education and career in science, technology, and mathematics (STEM). | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 3 | You invite girls, in all their diversity, to learn about your company through events like Bring Your Daughter to Work Day, International Women's Day celebrations, or other events targeting girls. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 4 | You conduct outreach to female students at educational institutions as part of your long-term strategy to attract more female job candidates. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 5 | You use internship programs to market technical jobs to women and feature the company as a good place to work for women, in all their diversity. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 6 | You offer scholarships to female students pursuing STEM degrees. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 7 | You offer to supervise the masters theses of female students who are pursuing STEM degrees. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 8 | You create mentorship programs for female high-school and university students to inspire and motivate them to pursue a technical education and career. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

RECRUITING AND HIRING

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|---|---|---------------------------|-------------------------------------|
| 1 | You use inclusive job ads to attract diverse female candidates. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 2 | You use targeted hiring to fill open positions and increase the number of women hired by the company, including in technical roles. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 3 | You participate in university and regional career and job fairs to recruit qualified women, in all their diversity. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 4 | You use equitable and inclusive recruitment and hiring practices, such as diverse interview panels, structured interviews, and behavior-based interview techniques. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 5 | You conduct market research to understand the barriers and opportunities for women in your industry's labor market. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 6 | You hire directly from your internship programs, with a focus on gender parity when hiring and placing interns. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 7 | You integrate gender equality, parity, and diversity considerations into procurement policies and practices to ensure your subcontractors and suppliers align with the company's gender equality and diversity goals. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

ONBOARDING AND TRAINING

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|---|---|---------------------------|-------------------------------------|
| 1 | Define clear responsibilities for everyone involved in the onboarding process. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 2 | You communicate your company's commitment to gender equality, diversity, and inclusion when onboarding new employees. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

ONBOARDING AND TRAINING (CONTINUED)

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| 3 | Managers integrate new hires into the company over the course of the first year by facilitating networking through activities like social mixers, peer-to-peer learning groups, or other formal/informal support structures. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 4 | You have developed a support system for new employees as part of their onboarding process, such as a "buddy system" in which new employees are paired with an existing employee with longer tenure at the company. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 5 | You have a system of regular check-ins established for individuals in their first year of employment to ensure they are comfortable, integrating, and have the opportunity to provide feedback on their experiences as a new employee. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 6 | You have a standardized training plan that includes mandatory trainings for all employees. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 7 | You have a training plan that endeavours to close the gendered skill gap, achieve skill parity at the company, upskill women, and expose female employees to other divisions of the company, including technical divisions. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 8 | You conduct mandatory gender awareness, anti-discrimination, diversity and inclusion, and unconscious bias training with all employees. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 9 | You offer a general training on gender equality and diversity strategies, policies, and codes of conduct to all employees and a specialized training on these topics for supervisors and management. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 10 | You provide training on survivor-centered approaches to workforce sexual harassment and gender-based violence to all male and female employees and managers, including strategies for prevention, reporting, and response. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 11 | You offer leadership and technical skills trainings to female employees to prepare them for new roles and responsibilities. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

PERFORMANCE MANAGEMENT, COMPENSATION, AND BENEFITS

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|---|--|---------------------------|-------------------------------------|
| 1 | You have a fair and unbiased employee performance management and appraisal system and process in place. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 2 | You regularly conduct salary gap analyses to determine if there are gender differences and you adjust salaries to close gaps using a transparent process. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 3 | You conduct analyses on the equity, impact, uptake, and usage of corporate benefits. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 4 | The benefits you offer—such as medical coverage, tuition reimbursement, family leave, and retirement savings—are equally accessible to both male and female employees. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 5 | Your company creates working conditions that allow all employees to reconcile work-life and family-life for those that have care duties. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 6 | You offer an inclusive employee health and wellness program that improves the health, wellbeing, and productivity of female and male employees. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 7 | You offer an Employee Assistance Program (EAP) to support the mental and emotional health of female and male employees. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 8 | You conduct infrastructure assessments to ensure your workplace has adequate facilities to accommodate the unique needs of men, women, and individuals with diverse social identities. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

TALENT AND LEADERSHIP DEVELOPMENT

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|---|---|---------------------------|-------------------------------------|
| 1 | You have developed a structured talent development plan and process that includes professional development opportunities and measures to counteract bias and diversity imbalances in talent development programs. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
|---|---|---------------------------|-------------------------------------|

TALENT AND LEADERSHIP DEVELOPMENT (CONTINUED)

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|---|---|---------------------------|-------------------------------------|
| 2 | You have developed a long-term leadership development plan that includes women, in all their diversity, at all leadership levels. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 3 | You offer mentorship to women, in all their diversity, to cultivate their talent and mentorship to men to foster male allies. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 4 | Your senior leaders provide sponsorship for women in which they move beyond a traditional mentorship role to advocate directly for high-potential female employees. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 5 | Your company promotes job sharing for management functions and other key roles. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 6 | You provide on-the-job learning opportunities, such as job shadowing and rotations, especially in departments with low female representation. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

RETENTION AND EMPLOYEE ENGAGEMENT

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|---|---|---------------------------|-------------------------------------|
| 1 | You have a targeted strategy to retain top female talent including high-performing women, women in technical functions, and women demonstrating leadership potential. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 2 | You have developed an employee and leadership engagement plan to ensure all staff are engaged in gender equality and D&I interventions and managers and other key personnel act as ambassadors of change. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 3 | Your CEO participates in informal check-ins and conversation with employees, including women with diverse social identities. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 4 | You leverage gender and diversity networks within your industry to learn about workplace strategies for supporting women and individuals with diverse social identities at your organization. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

SUCCESSION PLANNING AND PROMOTION

- 1 Your company has established and implemented succession plans that include women.

☐ Yes ☐ No/Don't Know
- 2 You use skill mapping (the practice of articulating the skills/competencies needed for an individual to be successful in any given role) to support unbiased succession planning and promotion.

☐ Yes ☐ No/Don't Know
- 3 You have checks and balances in place to counteract biases in promotions, such as a gender-balanced promotion committee which evaluates individuals who have been nominated for a promotion.

☐ Yes ☐ No/Don't Know

SEPARATION AND RETIREMENT

- 1 You have developed a retrenchment strategy that includes a data collection methodology and prevents disproportionate impacts on women or other groups with diverse social identities.

☐ Yes ☐ No/Don't Know
- 2 Your female and male employees fully participate in company retirement plans and/or available financial education programs.

☐ Yes ☐ No/Don't Know

CORPORATE CULTURE AND LEADERSHIP

- 1 Your company has conducted a gender assessment and used the data to develop a business case for advancing gender equality at your organization.

☐ Yes ☐ No/Don't Know
- 2 Your company has a change management plan to promote gender equality, diversity, and inclusion across the company.

☐ Yes ☐ No/Don't Know
- 3 Equality, diversity, and inclusion are part of your workplace culture.

☐ Yes ☐ No/Don't Know

CORPORATE CULTURE AND LEADERSHIP (CONTINUED)

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|---|--|---------------------------|-------------------------------------|
| 4 | You engage men as allies for gender equality, identify male change agents, and motivate and support men to be gender equality ambassadors. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 5 | Your leaders model support for gender equality, diversity, and inclusion. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

COMPANY PERFORMANCE AND REPORTING

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|---|---|---------------------------|-------------------------------------|
| 1 | You have a dedicated budget used to track your company's financial investments in activities and practices that increase workforce gender equality and diversity. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 2 | You have developed and institutionalized gender equality targets and/or key performance indicators for each department at your company. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 3 | You publicly disclose your gender equality targets, key performance indicators, initiatives, and progress across external media channels. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 4 | Your company has adopted and endorsed international standards and commitments for gender equality. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 5 | Your company participates in global gender equality certification processes. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

POLICIES AND GRIEVANCE MANAGEMENT

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|---|---|---------------------------|-------------------------------------|
| 1 | You have a gender equality or gender and social inclusion policy. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 2 | You have an equal employment opportunity (EEO) policy. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 3 | You have an anti-discrimination policy. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

POLICIES AND GRIEVANCE MANAGEMENT (CONTINUED)

| | | | |
|----|--|---------------------------|-------------------------------------|
| 3 | You have a salary equity policy. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 4 | You have policies in place that equitably support male and female employees to reconcile work-life and family-life. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 5 | You provide maternity leave that meets or exceeds the requirements of national legislation. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 6 | You provide paternity leave that meets or exceeds the requirements of national legislation. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 7 | You have childcare facilities (e.g., crèche or nursery) or provide monetary assistance to employees for childcare. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 8 | You have family leave policies that are equitable for men and women. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 9 | You have a sexual harassment and gender-based violence policy. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 10 | You have workplace policies in place to prevent and respond to domestic violence. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 11 | You have a health and safety policy (fully gender equitable). | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 12 | You have a menstrual health management (MHM) policy. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 13 | You have other company policies that support gender equality and diversity goals. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 14 | You have grievance and complaints mechanisms (e.g. ability to report to HR, anonymous phone line, etc.) for handling violations of policies. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

CORPORATE COMMUNICATIONS AND BRANDING

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|----------|---|---------------------------|-------------------------------------|
| 1 | You internally and externally showcase the achievements of talented female employees, in all their diversity. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 2 | Your company has developed and implemented a social and behavior change communications (SBCC) strategy that support your gender equality objectives and the corporate change management process. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 3 | Your company has successfully built a brand that is attractive to female candidates, in all their diversity. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 4 | Your company publicly showcases its commitment to gender equality, diversity, and inclusion by participating in relevant industry networks, associations, and conferences. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 5 | Your company showcases its commitment to gender equality by adopting international standards, participating in certification processes, or working to obtain rankings or awards on gender equality, diversity, and inclusion. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |
| 6 | Your company develops or participates in communication campaigns and events to promote gender equality, diversity, and inclusion. | <input type="radio"/> Yes | <input type="radio"/> No/Don't Know |

YOU HAVE REACHED THE END OF THE ASSESSMENT

Well done! We encourage you to take these answers and enter them into our online assessment so we can provide you with a score and share our recommended next steps to increase gender equality at your organization.

Visit: engenderingindustries.org/resources/best-practices-framework/assessment