

Recommendations

You are on track to achieving gender parity goals!

Good job on your progress toward achieving gender parity at your organization! Your organization is on track, but there are a few things that your organization can do to continue supporting gender equity and build out more capabilities to help you increase your success with the program:

- **Continue to encourage managers to have check-ins with employees:**

To continue moving the needle forward in gender equity, it is important that your organization continues to encourage managers to have consistent check-ins with employees. This provides the opportunity for employees to discuss any challenges or roadblocks they are facing or witnessing. It further allows managers to provide proactive support and guidance. By having these conversations consistently, managers can build strong relationships with their team members and create a culture of trust and openness, which is essential for the continued promotion of gender equity.

Recommendation Alignment: Retention

- **Continue to track metrics and Key Performance Indicators (KPIs):**

Continue to monitor and refine SMART (specific, measurable, attainable, relevant, and time-bound) metrics to hold your organization accountable to its gender equity targets and objectives. Make sure to assign owners to each metric/KPI to ensure accountability and value realization. Establish regular reviews of these goals and their achievement with your leadership team to help guide your organization's efforts toward organization-wide gender equity.

Recommendation Alignment: Recruitment, Onboarding, Professional Development, Retention

- **Continue to build relationships with the community that your organization serves:**

To attract and retain talent, it is important that organizations create a culture of purpose and meaning. To do this, consider partnering with community groups that align with your organization's core values and mission. This can provide employees with opportunities to engage in meaningful work outside of their day-to-day and give them a sense of purpose. Additionally, these partnerships can help to bring in new innovative ideas and develop skills. It is important that employees feel they are making a positive impact in the communities they serve, and continuing to partner with the community can help to achieve this.

Recommendation Alignment: Recruitment, Professional Development, Retention

- **Consider implementing 360 reviews:**

360 reviews are a comprehensive method of evaluation that involves getting feedback from multiple individuals, including supervisors, peers, subordinates, and customers. This approach enables a well-rounded view of an employee's performance and provides them with recommendations on how they can continue to grow. Essentially, employees receive a broader understanding of their strengths and weaknesses as it comes from a variety of perspectives.

Recommendation Alignment: Recruitment, Professional Development, Retention

- **Continue to conduct engagement surveys and focus groups:**

Continue to conduct consistent organization-wide employee engagement surveys and focus groups to support your understanding of employee needs. This can help provide your organization with valuable insights that may help you understand the experiences and perspectives of your employees. When building your engagement surveys, allow respondents to self-identify their demographics to help you understand how sentiment varies across different demographic groups. Utilize focus groups to help you dive deeper into survey results and better understand employee sentiment. Establish a process to track changes in employee sentiment over time to help understand if progress is being made.

Recommendation Alignment: Retention

- **Continue to demonstrate your commitment to gender equity:**

To continuously attract new talent, it is important to invest in your organization's brand as an employer and highlight all the amazing initiatives that have been implemented to support gender equity. By highlighting these initiatives, your organization can differentiate itself from competitors and attract top talent that are passionate about working for organizations that are committed to gender equity.

Recommendation Alignment: Recruitment

- **Continue to transparently communicate progress toward gender equity across your organization:**

It is important to consistently communicate your progress toward gender equity to your employees, stakeholders, and the community that your organization serves. This helps to build a culture of trust and accountability. Additionally, transparent communication helps to promote greater participation and understanding of gender equity initiatives. Lastly, strong communication helps to create a culture of open discussion around the topic of gender equity and supports the identification of areas in which action is required to further achieve gender equity goals.

Recommendation Alignment: Recruitment, Retention