

# USAID Engendering Industries Workforce Gender Equality Accelerated Program

## PARTICIPANT SELF-ASSESSMENT

### INTRODUCTION

The [Workforce Gender Equality Accelerated Program](#) prepares managers to become agents of change within their organizations by developing the skills needed to:

- Identify gender equality gaps within their organization.
- Develop a business case that demonstrates how gender equality will benefit the organization's bottom line.
- Take targeted, tangible, and strategic action, grounded in assessment, to increase gender equality in their organization.
- Strengthen leadership and change management skills to create an equitable and diverse workplace.
- Effectively engage other male and female leaders within their organization in support of desired change.

Designed by USAID's Engendering Industries program, the Accelerated Program is a six-month program that consists of pre-and post-program assessments, a seven-week virtual course, and four months of change management coaching.

This **Participant Self-Assessment** is to be completed by each participant to assess each learner's knowledge, attitudes, and current practices related to promoting gender equality in the workplace. The estimated time to complete is 30-40 minutes. If you have any questions about the participant self-assessment process or Accelerated Program, please contact: [Gender.Accelerated@tetrattech.com](mailto:Gender.Accelerated@tetrattech.com)

The **Participant Self-Assessment** covers content from the Accelerated Program's 12 Modules that will be implemented over the course of seven weeks.

- **Purpose:** The Participant Self-Assessment is a requirement of each participating individual. This survey assesses each participating individuals' knowledge, attitude, and practices related to gender equality. Survey results will be shared back with individual participants for reflection throughout the program modules and presented in aggregate across all of the program's participants. The self-assessment will be repeated (twice) after the program concludes to measure the impact of the program on changing individuals' knowledge, attitude, and practices.
- **Who Completes It:** One assessment is completed by each participant three times over the course of the program.
- **When It is Completed:** It should be completed the first time at least one month before the start of the program modules as a prerequisite. It should then be completed again a second time on the last day of the workshop sessions immediately following the conclusion of the last module. It should also be repeated a third time after the conclusion of coaching sessions.
- **How is the Data Used:** Data gathered will be analyzed and reviewed by the Engendering Industries program team and each respective implementing partner, then shared with the program facilitator and each respective participant with their own results prior to the first session. Prior to the kick-off session, aggregate results across will be summarized and included in the session presentation slides. Data gathered the second and third times will be analyzed, comparing changes from the first survey conducted prior to the program. This analysis over time will be shared with each respective participant and shared with the Engendering Industries

program team to analyze the impact and effectiveness of the Accelerated Program globally on individual participants.

Please use this document as a guide and reference as you fill out the online [Participant Self-Assessment Form](#)

## CONFIDENTIALITY AND CONSENT AGREEMENT

The purpose of the Participant Self-Assessment is to gather the information that will be used to assess changes in knowledge, attitudes, and skills as a result of participation in the Accelerated Course to help: 1) Identify gender equality gaps within the organization to support the strategic development of activities; 2) Support participants as to develop a business case that demonstrates how gender equality will benefit the organization's bottom-line; 3) Measure change and results with a repeated assessment following program completion and activity implementation. This is a self-assessment with support of Engendering Industries and its Workforce Gender Equality Accelerated Course participating university partners to collect, analyze, and interpret the results.

You are invited to complete this self-assessment because you are a participant in the Accelerated Course. Your participation in this assessment is a prerequisite to joining the Accelerated Course and critical pre-program activity to support your success in the program. By enrolling in the program, you have committed and consented to complete this assessment before the start of the program and again after completion of the program. The procedure involves filling an online survey that will take approximately 30-40 minutes. Your responses will be kept confidential and shared back with you for self-reflection as you complete the course.

We will do our best to keep your information confidential and will remove all personally identifiable information before aggregating results for analysis. To help protect the confidentiality of responses, any results shared will not contain information that will personally identify you or your organization. The results of this self-assessment will be used to assess the effectiveness of the program as well as the participants' understanding of the content. Your responses will be shared only with you, and aggregated results will be discussed during the program with academic institution partners. However, you may wish to opt-in to sharing anonymized results, without revealing the name of your organization, with the Accelerated Course administrators to conduct comparative analysis across participating organizations. This will contribute to broader global learning about improving gender equality at organizations with yours.

### **CONSENT TO OPT-IN TO SHARE ANONYMIZED SELF ASSESSMENT FOR AGGREGATED ANALYSIS**

Clicking on the "agree" button below indicates that: you have read the above information AND you agree to have your individual participant assessment results aggregated and anonymized, combined with other participant assessment results for purposes of aggregated analysis. If you do not wish to consent to opt-in to share your self-assessment data for the purposes of aggregated cross-organizational assessment, please decline to share by clicking on the "disagree" button.

- Agree
- Disagree

## DEMOGRAPHIC SECTION

**1. Name**

**2. Email Address**

**3. How old are you?**

- Under 18 years old
- 18-24 years old
- 25-34 years old
- 35-44 years old
- 45-54 years old
- 55-64 years old
- 65-74 years old
- 75 years or older
- Prefer not to say

**4. What is your sex? If you are not comfortable sharing your sex, please select "prefer not to say".**

- Female
- Male
- Prefer not to say
- Not listed (fill in)

**5. What is your job level within your organization?**

- Executive or Senior Level
- Mid-Level
- Junior-Level
- Prefer not to say

**6. What is the highest degree or level of education you have completed?**

- Some High School
- High School
- Some College or University (associates degree or bachelor's degree in progress)
- Bachelor's Degree
- Master's Degree
- Ph.D. or higher
- Trade School
- Prefer not to say

**7. In which of the following regional programs are you participating?**

- East Africa Region (hosted by KenGen, Kenya)
- West Africa Region (hosted by Lagos Business School, Nigeria)

- Latin America and Caribbean Region (hosted by Universidad de Los Andes, Colombia)
- Southeast Asia Region (hosted by Vietnam Fulbright, Vietnam)
- Eastern Europe Region (hosted by ERRA, Hungary)

## SELF-ASSESSMENT QUESTIONS

### MODULE I: GENDER EQUALITY: THE VISION

**1. I can confidently explain gender-related concepts to a colleague (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**2. I believe it is possible to transform an organization into a perfectly gender equal one (A)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**3. I have a clear vision of what a gender-equal organization is and looks like (A)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**4. Which of the two statements do you agree with more? (A)**

- I believe gender equality is improving progressively and spontaneously in the world.
- I believe gender equality does not progress spontaneously but requires constant and targeted efforts and interventions.

**5. I understand the difference between gender equality and gender equity (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**6. Which of the two statements do you agree with more? (A)**

- Recruitment objectives and quotas for women are a good thing and are necessary to

improve gender equality in the workforce.

- Recruitment objectives and quotas for women are unfair to men; only skills and experience should matter in recruitment.

**7. I know how my organization performs on gender equality compared to other organizations in the same industry (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**MODULE 2: GENDER EQUALITY: COMMON OBSTACLES**

**8. I can confidently explain to a colleague the main obstacles to gender equality (including gender bias, stereotypes, and gender-based discrimination, violence, and sexual harassment. (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**9. I am able to use my knowledge and skills to apply a gender lens and integrate gender into the decisions I make and the actions I take. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**MODULE 3: GENDER EQUALITY AND THE ROLE OF MALE LEADERS**

**10. My perception of women’s and men’s roles in society has influenced my decisions at work. (A)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**11. I think that men have a role to play in improving gender equality in the workplace. (A)**

- 1–Strongly Disagree
- 2–Somewhat Disagree

- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**12. I think that increased gender equality in the workplace is beneficial for both women and men in the organization. (A)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

#### **MODULE 4: GENDER EQUALITY: THE BENEFITS**

**13. I can confidently explain to a colleague the benefits that an organization could draw from improved gender equality. (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**14. I know how to use Engendering Industries’ [“Delivering Gender Equality: A Best Practices Framework for Male-Dominated Industries”](#) and where to find the information I need to take action within my organization. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

#### **MODULE 5: GENDER EQUALITY STRATEGY AND CHANGE MANAGEMENT**

**15. I have the knowledge and skills needed to design and implement a gender equality strategy. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**16. I am confident in my ability to address resistance to change that I may encounter. (S)**

- 1– Not at all confident

- 2– Slightly confident
- 3– Somewhat confident
- 4– Moderately confident
- 5– Extremely confident

**17. I can successfully engage stakeholders, including leadership, to advance gender equality. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**18. I understand and can effectively communicate the business case is for gender equality at my organization. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**MODULE 6: GENDER EQUALITY, ORGANIZATIONAL CULTURE, AND CORPORATE COMMUNICATION**

**19. I understand the main principles needed to shift from a male-dominated organizational culture to an organizational culture where leadership actively supports gender equality. (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**20. I am familiar with the international standards, commitments, and campaigns for gender equality that my organization can endorse/join. (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**21. I have the knowledge and skills needed to publicly disclose gender equality goals and align corporate communication and branding practices with gender equality goals. (S)**

- 1–Strongly Disagree

- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

## **MODULE 7: GENDER EQUALITY AND THE ROLE OF MALE LEADERS AS ALLIES**

**22. I know how to support male engagement, identify male change agents, and motivate them to act as promoters and ambassadors for gender equality. (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**23. I know how to engage senior leadership and staff in gender equality and inclusion efforts. (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**24. How likely are you to intervene when witnessing discriminatory or inappropriate behaviors towards women and other employees. (A)**

- 1 – Extremely Unlikely
- 2 – Unlikely
- 3 – Neutral
- 4 – Likely
- 5 – Extremely Likely

**25. I have the knowledge and skills needed to intervene when witnessing discriminatory or inappropriate behaviors towards women and other employees. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

## **MODULE 8: GENDER EQUALITY IN THE WORKFORCE**

**26. I know internationally recognized best practices and policies to improve gender equality and women’s participation in the workforce. (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree



- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**27. I can confidently implement best practices to attract, recruit, and hire a more diverse pool of talent, human resources policies that are foundational to increase gender equality, and best practices for gender-responsive onboarding and training, retention and employee engagement, and separation and retirement. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**28. I believe that it is employers' responsibility to develop childcare solutions and parental leave both for women and men employees. (A)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**29. I have the knowledge and skills needed to implement best practices and policies on childcare and parental leave for women and men employees. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**30. I believe it is an organizations' responsibility to address gender-based violence and sexual harassment experienced by their employees at home and at work. (A)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**31. I am able to confidently describe a survivor-centered approach to gender-based violence. (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree

- 4–Somewhat Agree
- 5–Strongly Agree

**32. I have the knowledge and skills to support my organization to implement survivor-centered best practices that address gender-based violence and sexual harassment experienced by employees at home and at work. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

## **MODULE 9: EMPOWER YOURSELF AND LEAD THE CHANGE**

**33. I feel capable of identifying limiting beliefs that keep me from achieving my goals and reframing them. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**34. I am capable of creating a clear vision for the different aspects of my life. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

## **MODULE 10: GENDER EQUALITY IN MANAGEMENT AND LEADERSHIP TEAMS**

**35. I am familiar with internationally recognized practices to empower women in my organization and increase gender equality and diversity among management and leadership teams. (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**36. I have the knowledge and skills needed to implement best practices regarding mentoring and sponsoring programs. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree

- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**37. I know how to implement best practices regarding an unbiased employee performance management system, unbiased talent development, and promotion plan. (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

**38. I know how to implement best practices regarding equitable salary, compensation, and benefits systems. (K)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

## **MODULE 11: BUILD YOUR GENDER EQUALITY ACTION PLAN AND PLAN FOR SUCCESS**

**39. I think the three most strategic and impactful gender interventions to transform an organization into a gender-inclusive one are: (A).**

*Please select up to three interventions*

- Have the CEO express formal commitment to gender equality
- Create a mentorship program for women employees
- Design and implement an equal employment opportunity policy to fight against discrimination
- Celebrate the international women's day
- Design and implement a policy to address gender-based violence and sexual harassment in the workplace

**40. I have the knowledge and skills to implement strategies to create leadership and organizational buy-in for the planned gender equity interventions. (S)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

## **MODULE 12: COACHING SESSION AND WRAP UP**

### **41. I would describe myself as a feminist. (A)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

### **42. I would describe myself as a champion for gender equality. (A)**

- 1–Strongly Disagree
- 2–Somewhat Disagree
- 3–Neither Agree Nor Disagree
- 4–Somewhat Agree
- 5–Strongly Agree

----- END OF SURVEY-----