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### **Develop Gender Equality Goals, SMART Targets, and Activities**

**Instructions:**Populate the table below with the gender equality goals identified in your causal map. Then, work collaboratively with colleagues from your organization to identify corresponding SMART targets. Finally, identify corresponding activities, thinking strategically about activities that can be implemented in the short-, medium,-, and long-term. Then, share your ideas in the plenary.

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| **Gender** **Equality** **Goal** | **SMART Target** | **Plan** |
| **Year 1** | **Year 2** | **Year 3** |
| *Example: Equal pay for women and men* | *Example: Ensure women and men are all paid equally for equal work within job types and functions within three years* | *Example: Conduct a salary gap analysis to identify gender differences within job types and functions; prohibit asking for previous salary history for all new hires* | *Example: Close the gender pay gap within job types and functions by 50% by increasing salaries during annual performance reviews* | *Example: Close the gender pay gap within job types and functions by 75% by increasing salaries during annual performance reviews* |
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