

Module 1. STAGE SETTING

After this module you should be able to:

- Explain what the gender gap and the business case for gender equality are
- Understand current trends and gaps in your country and region

Time Estimate:
6 hours

Regional Foundational Session
Global Session for Ambassadors
On-demand
Local Session
Homework
Optional training tasks

WEPs Webinar

June/July

Global high-level onboarding

End of June

Two e-learning tools by the UN Global Compact and the ILO

First get together diving into stats & trends

Make a Pick: Newsletter, Books & Podcasts

Creating an introductory pitch video on what you learnt

Participants receive:

- Key Messages Doc with definitions and statistics
- Social Media Toolkit

Ambassadors receive:

- Welcome Letter

Module 2. PERFORMANCE ANALYSIS

After this module you should be able to:

- Understand where your current gaps and opportunities lie and identify priority areas ahead
- Get started on gathering sex-disaggregated data

Time Estimate:
8 hours

Regional Session
On-demand
Local Session
Homework
Optional training tasks

Analyzing aggregate WEPs Tool results

September

WEPs Tool instructional video

Building on the WEPs Tool results

Taking the WEPs Gender Gap Analysis Tool

Tailoring a results report and organizing an internal discussion around the WEPs Tool

Participants receive:

- WEPs Tool step by step guide
- Tailorable report of aggregate WEPs Tool results

Ambassadors receive:

- Email with aggregate Tool results

Module 3. POLICIES & PRACTICES

After this module you should be able to:

- Revise policies with a gender lens
- Take out bias across processes, and understand which programmes can accelerate progress for gender equality

Time Estimate:
6 hours

Regional Session
Global Session
On-demand
Local Session
Homework
Optional training tasks

Policy Drafting Workshop

Early October

Q&A Session with Inclusive Workplace Expert

End October

A gender lens to the talent management cycle

Programmes & Initiatives

Review and share policy templates

Hosting an unconscious bias training

Participants receive:

- Policy Templates
- Key Messages, Additional Resources and Case Examples

Module 4. SETTING TARGETS

- After this module you should be able to:**
- Formulate targets and goals
 - Understand how to ensure organization-wide buy in and unpack backlash

**Time Estimate:
5 hours**

Global Session	Q&A Session with Equal Pay Expert
Ambassador Task	Check in with participants to inform Action Plan
On-demand	Target setting guidelines & pay gap audits
Local Session	Setting & meeting targets with organizational buy-in
Homework	Drafting an Action Plan
Optional training tasks	Amplifying an e-learning tool on male allyship

Participants receive:

- Action Plan
- Key Messages, Additional Resources and Case Examples

Ambassadors receive:

- Email with reminder to sign WEPs

Module 5. TRACKING PROGRESS

- After this module you should be able to:**
- Draft KPIs to track progress
 - Transparently report on progress and communicate a holistic gender equality strategy

**Time Estimate:
5 hours**

Global Session	Q&A Session with Impact Measurement Expert
On-demand	KPIs, Reporting Guidelines & CoP
Local Session	Action Plan Presentations
Homework	Read Accountability Framework & share your own reports
Optional training tasks	Organizing an inclusive language training

Participants receive:

- Accountability Framework
- Key Messages, Additional Resources and Case Examples

Module 6. SHOWCASING

- After this module you should be able to:**
- Make your targets for gender equality public
 - Leverage International Women's Day in a meaningful way

**Time Estimate:
3 hours**

In-person Events	Regional or local events for joint advocacy (tbc) and Bell Ringing and local Stock Exchanges
Virtual Events	International Women's Day Countdown with sector and size-specific deep dives
Commitments	Signing the WEPs and setting targets through SDG Movements
Accountability	Responding to end-of-programme survey and receiving the TGE Certificate of Completion

Participants receive:

- Certificate of Completion
- Social Media Toolkit

Ambassadors receive:

- Final Letter