

Rapid Company Self-Assessment
**Gender Equality and Social
Inclusion (GESI)**



What is Gender Equality and Social Inclusion (GESI)?

Gender Equality and Social Inclusion (GESI) refers to the elimination of discrimination and inequalities based on gender, social status, race, religion, or any other form of identity. It aims to ensure that everyone has equal access to opportunities and resources, and their rights and dignity are respected and protected.

GESI is important to companies for several reasons. Firstly, promoting GESI can help companies attract and retain a diverse and talented workforce, which can lead to increased innovation, productivity, and profitability. Secondly, it can help companies build a positive reputation and brand image, which can improve customer loyalty and attract socially conscious investors. Thirdly, it can help companies comply with legal and regulatory requirements related to diversity and inclusion and avoid costly lawsuits and reputational damage. Lastly, promoting GESI is simply the right thing to do and can contribute to a fairer and more just society.

Steps Companies Can Take to Improve GESI?

Here are some steps companies can take to review and improve GESI:

1. **Conduct a GESI audit:** Companies can start by conducting a comprehensive audit of their current GESI practices across all aspects of their operations, including recruitment, hiring, training, development, promotion, compensation, and workplace culture. This audit can help companies identify areas where they may need to improve their policies, procedures, and practices.
2. **Set measurable goals:** Once companies have identified areas for improvement, they should set specific, measurable, achievable, relevant, and time-bound (SMART) goals for promoting GESI. These goals should be aligned with the company's overall mission, values, and strategic objectives.
3. **Develop an action plan:** Companies should develop an action plan that outlines the steps they will take to achieve their GESI goals. This plan should include specific actions, timelines, responsible parties, and performance indicators to track progress and measure success.
4. **Provide training:** Companies should provide training to employees and managers on topics such as unconscious bias, diversity, and inclusion. This training can help raise awareness, build skills, and promote a culture of inclusion in the workplace.
5. **Review policies and procedures:** Companies should review their policies and procedures related to recruitment, hiring, training, development, promotion, compensation, and workplace culture to ensure they are inclusive and equitable. They should also revise or develop new policies as needed to promote GESI.
6. **Foster an inclusive culture:** Companies should foster an inclusive culture in the workplace by promoting diversity, empowering underrepresented groups, providing opportunities for career development and advancement, and creating a safe and respectful work environment.
7. **Monitor and evaluate progress:** Companies should monitor and evaluate their progress towards achieving their GESI goals and make adjustments as needed. They should also regularly communicate their progress and achievements to employees, customers, and stakeholders to build trust and accountability.

By following these steps, companies can review and improve their GESI practices and promote a more diverse, inclusive, and equitable workplace.

Rapid Self-Assessment Audit: Taking your First Steps in GESI

Here is a rapid self-assessment questionnaire that companies can use to conduct an audit of their current GESI practices to identify areas where they might be opportunities to strengthen them in line with industry best practice.

By answering these questions, companies can identify areas where they may be falling short of best practice and regulatory requirements and develop an action plan for improving their GESI performance. Each question is answerable using a 1-5 scoring system, with 1 being needs significant improvement and 5 being excellent and no action needed.

Scoring system for the questionnaire:

1	Needs Significant Improvement	The company's practices in this area are inadequate or non-existent.
2	Needs Improvement	The company's practices in this area are lacking, but some efforts have been made to address the issues.
3	Adequate	The company's practices in this area meet minimum standards and are generally aligned with industry norms.
4	Good	The company's practices in this area are better than average, and some efforts have been made to go above and beyond industry norms.
5	Excellent	The company's practices in this area are exemplary, and it is a leader in the industry.

What next?

Once a company has completed a self-assessment of their GESI practices, Carsis Consulting can provide further support to help them improve. We can review the company's self-assessment results and provide an objective perspective on areas for improvement. Our team can then work with the company to develop a customised action plan to address these areas, providing guidance and expertise throughout the implementation process. We can also provide training and coaching to employees and managers to build their skills and knowledge on diversity, equity, and inclusion, and support the company in creating a more inclusive and equitable workplace.

Get in touch

For more information or to arrange a chat about how Carsis Consulting can support you visit us at www.carsis.consulting/contact

Self-Assessment Audit: GESI

Topic: Recruitment and Hiring Processes

Questions	Score
Do you have a policy in place to ensure that job postings are inclusive and free from gender or social bias?	
Do you use gender-neutral language in job descriptions and advertisements?	
Do you have a diverse hiring panel that includes people from different backgrounds, genders, and races?	
Do you have a system in place to track the diversity of your applicants and hires?	
Do you offer equal pay and benefits to employees regardless of gender or social status?	
Do you have a policy in place to accommodate the needs of employees with disabilities during the recruitment and hiring processes?	
Do you offer flexible work arrangements to accommodate the needs of employees with caregiving responsibilities?	
Do you have training programs in place to educate hiring managers on unconscious bias and inclusive recruitment practices?	
Do you have a diversity and inclusion statement that is publicly available and shared with candidates during the hiring process?	
Do you regularly review and update your recruitment and hiring practices to ensure they are inclusive and equitable?	

Topic: Workplace Culture

Questions	Score
Do you have policies in place to prevent discrimination, harassment, and bullying in the workplace?	
Do you provide regular training to employees on topics such as unconscious bias, diversity, and inclusion?	
Do you have a diversity and inclusion committee or task force that is responsible for promoting a culture of inclusion in the workplace?	
Do you have a system in place for employees to report incidents of discrimination, harassment, or bullying?	
Do you have a policy in place to accommodate the needs of employees with disabilities and provide reasonable accommodations?	
Do you offer flexible work arrangements to accommodate the needs of employees with caregiving responsibilities?	
Do you have a system in place to track the diversity of your workforce, including representation at different levels of the organization?	
Do you have a policy in place to promote work-life balance and prevent burnout?	
Do you offer mentoring and sponsorship programs to support the career development of underrepresented groups?	
Do you regularly review and update your workplace culture policies and practices to ensure they are inclusive and equitable?	

Topic: Training and Development

Questions	Score
Do you offer training programs to employees on topics such as unconscious bias, diversity, and inclusion?	
Do you have a system in place to identify and address skill gaps and career development opportunities for underrepresented groups?	

Do you have a mentoring or coaching program that supports the career development of underrepresented groups?	
Do you provide equal access to training and development opportunities regardless of gender or social status?	
Do you have a system in place to track the diversity of employees who participate in training and development programs?	
Do you offer flexible training and development options to accommodate the needs of employees with caregiving responsibilities?	
Do you have a policy in place to provide reasonable accommodations for employees with disabilities?	
Do you regularly review and update your training and development programs to ensure they are inclusive and equitable?	
Do you have a system in place to measure the effectiveness of your training and development programs in promoting diversity and inclusion?	
Do you have a diversity and inclusion statement that is publicly available and shared with employees during the training and development process?	
Topic: Supplier Diversity	
Questions	Score
Do you have a supplier diversity program in place that encourages the use of diverse suppliers?	
Do you have a system in place to track the diversity of your suppliers?	
Do you set goals for increasing the use of diverse suppliers in your procurement processes?	
Do you regularly review and update your supplier diversity program to ensure it is inclusive and equitable?	
Do you have a policy in place to ensure that diverse suppliers receive equal treatment and opportunities?	
Do you provide training to procurement staff on supplier diversity and inclusive procurement practices?	
Do you have a system in place to measure the effectiveness of your supplier diversity program in promoting diversity and inclusion?	
Do you have a diversity and inclusion statement that is publicly available and shared with suppliers?	
Do you communicate your commitment to supplier diversity to your customers and stakeholders?	
Do you collaborate with diverse suppliers to promote their growth and development?	