

MONITOR AND SUSTAIN: TOOLS 1.22–1.23

TOOLS 1.22 and **1.23** include guidance for sustained monitoring of gender equity programs. This includes tools for monitoring and evaluation, and reporting on progress against gender objectives, as well as specific guidance on monitoring and sustaining training programs for gender-equitable career development

Setting targets and monitoring them is critical for not only tracking progress, but also for being able to show a narrative of why it pays to invest in gender equity. Whether a company chooses to start with limited gender interventions or with broader systemic change, being able to show not only how interventions have created changes for women in the company, but also led to broader changes—in productivity, reduced HR costs, improved team dynamics, etc.—is key to demonstrating the importance and value of gender equity initiatives.