

# AISA DEIJ GUIDE: PATHWAYS TO TRANSFORMATION

A Guide to Unlocking the Power and Potential of International  
Schools Grounded in Diversity, Equity, Inclusion, Justice & Belonging



## WOMEN IN LEADERSHIP

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### Gender Equity Audit Questions

1. What is your organisation's policy on gender equality in the workplace?
2. What clear objectives, targets and measurements are in place to monitor progress on gender equality in the workplace?
3. What initiatives are currently in place to support the career development of women?
4. What initiatives support the career development of men?
5. Does your organisation have a gender balance in all levels of management?
6. Is there an equal pay policy in place?
7. What initiatives are in place to increase the number of women in senior positions?
8. What initiatives are in place to increase the number of women in technical and scientific roles?
9. What initiatives are in place to increase the number of women in traditionally male-dominated roles?
10. What initiatives are in place to increase the number of men in traditionally female-dominated roles?
11. What initiatives are in place to support flexible working arrangements for both men and women?
12. What initiatives are in place to support the recruitment of women?
13. What initiatives are in place to support the recruitment of men?
14. What initiatives are in place to support the retention of women?
15. What initiatives are in place to support the retention of men?
16. What initiatives are in place to reduce gender bias in the recruitment process?
17. What initiatives are in place to reduce gender bias in the performance appraisal process?