

USAID's Engendering Utilities' Mission:

To improve gender equality and business performance outcomes in utilities through the implementation of gender equity and organizational change management interventions throughout the employee life cycle.

The program increases gender equality within electric and water utilities through:

- Customized best practices
- Demand-driven coaching
- 12-month Gender Equity Executive Leadership Program (GEELP)
- Accelerated week-long intensive program
- Supplemental technical training (agency-based empowerment, male engagement)



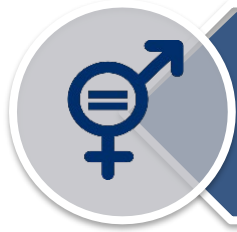
Engendering Utilities 2020 Commitments

Recruitment and Enrollment of 10 new utility partners in both the energy and water sectors:

- 7 new energy utilities
- 3 new water utilities

Selected from applicants world wide to participate in the next cohort of the program.





Accelerated Engendering Utilities Course



Objective: Scale the Engendering Utilities program in order to maximize impact globally

Develop and deliver an accelerated version of the Engendering Utilities program within a regional hub (TBD)

- 3 to 5 day training + coaching program for utility management personnel
- Co-created using human-centered design approach with a local partners
- Pilot in September 2020 with 50 to 100 participants (mid- to senior-level managers at utilities)
- Sharing *Delivering Gender Equality: A Best Practices Framework for Utilities*
- Focus on action-oriented quick-wins
- Expected to be run and replicated independently from USAID
- support in the future