

# 5 Questions to Ask Your Leadership Team About Gender Equity This Quarter

Despite growing awareness about gender equity, many leadership teams still struggle to move from aspiration to implementation. These 5 questions are designed to help your team pause, reflect, and reframe gender equity as a measurable business priority, not just a nice-to-have. You can ask them in boardrooms, check-ins, strategy offsites, or quarterly reviews.

## The 5 Questions

- 1 What percentage of our entry-level hires this year were women?  
**Why it matters:** In Nigeria, only **33%** of entry-level roles are held by women. Fixing the pipeline starts with hiring. 
- 2 Do we track gender data across all levels and how often is it reviewed at leadership level?  
**Why it matters:** Without regular reporting, bias goes unnoticed and unchallenged.
- 3 What policies do we currently offer to support working women and how many people use them?  
**Why it matters:** Flexibility, caregiving support, and mentorship only work when they're accessible and encouraged.
- 4 Who is responsible for advancing gender equity in this organization- and how are they held accountable?  
**Why it matters:** Only **15%** of Nigerian boards hold themselves accountable for gender outcomes. Leadership must lead the change.
- 5 Have we spoken to the women in our organization about their experiences lately?  
**Why it matters:** Surveys, feedback sessions, and exit interviews reveal real insights - beyond the data.

## What Happens After You Ask These Questions?

Asking the right questions is just the beginning. Real gender equity requires more than occasional conversations, it calls for measurable progress, policy alignment, and courageous leadership. Use these questions to spark honest reflection, guide strategic planning, and shape a workplace where women can thrive from the first hire to the top seat.

## Remember:

- If you don't track it, you can't improve it
- If no one's accountable, change won't happen.
- If women aren't part of the conversation, the strategy is incomplete.

## Ready To Go Further?

Here are three ways to use this tool intentionally:

- Share the questions during your next team or leadership review.
- Use them to inform your HR, DEI or strategy team's quarterly priorities.
- Document responses, actions, and who's responsible — and revisit them in 90 days.

**Gender equity isn't a trend.  
It's a responsibility.  
Let's make accountability a culture,  
Not a campaign.**