Leadership is fundamental to advancing gender equality and women’s empowerment. Leadership underpins the organizational change needed for gender to be mainstreamed across WFP’s work. Role-modelling and motivation are critical for ensuring that, in WFP, “gender equality and women’s empowerment are everybody’s business”.

**HOW**

- Have a vision for gender equality in your Office / Sector and clearly communicate that vision with your staff and partners, including the priorities and the needed changes.
- Encourage innovation and informed risk-taking for transformational changes.
- Make reporting on gender equality results a standing agenda item in regular meetings – with senior management, programme personnel, operations staff and partners.
- Reinforce collection, analysis and reporting of sex- and age-disaggregated data – at the level of the person!
- Ensure that the individual staff work plans (PACE) include a gender equality result (at least for senior employees) and gender competencies (for everyone); and that staff are evaluated against the expected results and competencies.
- Publicly recognise individual employees and teams for efforts in tackling gender inequalities.
- Advocate for gender equality by sharing consistent and repeated messages internally and externally. Regular events, such as International Women’s Day and World Hunger Day, provide opportunities to remind colleagues of the centrality of gender equality to WFP’s mission and make messages visible with posters, photos, logos, quotes.
- Delegate responsibility of gender mainstreaming to senior members of staff – women and men – who have authority, commitment and sound interpersonal and advocacy skills.
- Support activities organized by your Gender Results Network members. This may include:
  - endorsing and resourcing initiatives to strengthen the gender capacities of employees and partners;
  - promoting and attending campaigns that support gender equality, including International Women’s Day and the annual 16 Days of Activism against Gender-Based Violence.
- Participate in gender learning sessions yourself – and stay for the entire time.
- Attend to your unconscious biases (we all have them) and show what fairness and respect look like.
- Join the Gender Transformation Programme.
- Bring in gender expertise. Apply a gender lens to hiring and promotion decisions.
- Support employees in their efforts to balance their work and personal responsibilities. Approve requests for use of flexible working arrangements. Encourage men to take parental leave.