

HOW TO BECOME AN INTERNATIONAL GENDER CHAMPION ?

1. Sign the Panel Parity Pledge



We / I

First Name Here
Family Name Here

support the International Gender Panel Parity Pledge.
The International Gender Panel Parity Pledge is both a concrete process and a thoughtful internal and external exercise for the conference organizer and potential panelist.

The reflective nature of the process should ensure that there is a conversation each time a panel is composed, and that the process of including high performing dynamic female experts will eventually become reflexive, rendering the "International Gender Panel Parity Pledge" obsolete.

1. What are you doing to ensure gender balance at your event?
2. Are there any women, or equal numbers of women, speaking on the panel/s?
3. (If not), have the organizers reached out to female experts?
4. (If not), can we share our evolving list of dynamic experts in the field that happen to be women?
(This list is composed by the potential panelist or organization. It also has the knock on effect of the potential male panelist championing a number of brilliant and knowledgeable female colleagues.)
5. Are conference organizers using the list to identify and invite expert women panelists?

2. Take 2 SMART additional commitments

Aim: To advance gender equality in executive management and/or programmatic work

Which commitments:

- **Design** your commitments to be **SMART: Specific, Measurable, Achievable, Realistic and Results-based, Time-bound.**
- **Include an indicator or target** to be sure that the commitment can be assessed in the annual survey.
- **Examples :**
 - **Executive Management:**
 - Set clearly defined and measurable targets for staffing and recruitment, (with a particular focus on increasing the numbers of women in higher positions).
 - Promote the career advancement of female colleagues through:
 - Unconscious bias training (the Harvard University Implicit test)
 - Organization-wide gender and diversity capacity building
 - Peer to Peer, Cross-Organizational, or Reverse Mentoring programs
 - Sponsorship programs
 - Individualized leadership training
 - Establish an organizational culture that supports both men and women to achieve work life balance and does not discriminate against employees who need to provide care for others (eg. *Scandinavian Countries, CITES*).
 - Flex-hour policies
 - Avoid calling early in the morning or late at night meetings
 - On-site child-care facilities
 - **Programmatic Work:**
 - Ensure that staff are able to prioritize time on policies, events and collaborations that advance gender equality. Incorporate this into the appraisal process at all levels of the organization.
 - Ensure that all statements and policies delivered in international fora have a gender based lens and systematically advocate for strong gender responsive language on gender equality and empowerment.
 - **Visibility and Communication**
 - Promote the culture of gender equality. Increase visibility of initiatives, actions and role models through on-line communications including blogs, social media and your own Champion's speech(es) on gender equality.
 - Develop synergies and create more platforms to advance gender equality by organizing and participating in side-events, joint statements and joint initiatives to share best-practices.
 - Conduct a gender analysis of all public images including invitations, posters, etc. on your website and social media to ensure that they are not gender biased.
 - **Implementation cycle:** We will ask you, the Head of your Organization/Mission, to report on your progress of implementation each year in a survey each December,

the results of which will be published the following March 8th on International Women's Day. The survey is also an opportunity for you to evaluate whether to continue existing commitments, revise them or make new ones for the following year.

Implementation:

- To ensure that specific commitments transmit **throughout your organization**, we suggest:
 - Town Hall meetings to launch the initiative, discuss how best to implement commitments, ways to overcome obstacles that may arise and what new commitments would be best suited to the organization.
 - The commitments be placed on the organization's agenda for quarterly meetings to involve senior and middle management and assess the progress of implementation.
 - Set an agenda item for 'Gender Equality' on the Governing Board and write an annual public report for the Board detailing progress towards equality and offering strategic options to advance equality.
- We will ask you, the Head of your Organization/Mission, to report on your progress of implementation each year in a survey each December, the results of which will be published the following March 8th on International Women's Day. The survey is also an opportunity for you to evaluate whether to continue existing commitments, revise them or make new ones for the following year.

3. Send us a letter/email stating your intention to join the IGC with:

- ✓ The signed Panel Parity Pledge
- ✓ The extra commitments
- ✓ A Photo of the Champion and a quote on why gender equality matters for your organization (for our website)
- ✓ The name and contact details of your focal point for the initiative

To: jgc@unog.ch

You will then officially be part of the International Gender Champions and be able to highlight it on social media and the website !



INTERNATIONAL
**GENDER
CHAMPIONS
GENEVA**

The core of the Initiative The Panel Parity Pledge



THE IGC
PANEL
PARITY
PLEDGE

50% of the population warrants
the same visibility as the
other 50%

AIM Elevate women's expert voices
through gender parity on panels

CONDITION
to become a Gender Champion

**INTERNATIONAL
GENEVA**

provides the ideal platform for
stronger action to promote
gender equality



THE COMMITMENTS



Each Champion develops 2 additional **SMART**
commitments

**SPECIFIC
MEASURABLE
ACHIEVABLE
REALISTIC + RESULTS-BASED
TIME-BOUND**

In total,

300
COMMITMENTS

Related to
LEADERSHIP & ACCOUNTABILITY
RECRUITMENT & SELECTION
WORK-LIFE BALANCE
ORGANIZATIONAL CULTURE
MEETINGS & CONFERENCES

HOW TO BECOME A GENDER CHAMPION?

1 SIGN

THE IGC
PANEL
PARITY
PLEDGE

**2 TAKE
SMART
ADDITIONAL
COMMITMENTS**

**3 HIGHLIGHT
THE IGC
INITIATIVE
ON YOUR
ORGANIZATION'S
WEBSITE**

THEN send a quote, a
picture, your commitments,
& the signed
Panel Parity Pledge to:
igc@unog.ch





INTERNATIONAL
GENDER
CHAMPIONS
GENEVA

Who are the Gender Champions?

123
CHAMPIONS
united and committed to
break down gender barriers

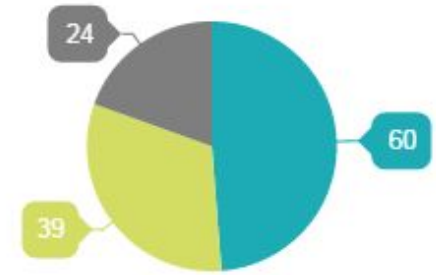


Women & Men



■ Women (32.52%) ■ Men (67.48%)

Leading different organizations



■ Ambassadors (48.78%)
■ International Organizations (31.71%)
■ Civil Society & Business (19.51%)

Number of Members since the Geneva Launch



Going global...

66
NATIONALITIES



Expanding their network to other
international hubs!

How did they become Gender Champions ?

- 1 They signed the **Panel Parity Pledge**
- 2 They took 2 additional **SMART commitments**
- 3 They **advocate** for gender equality



INTERNATIONAL
GENDER
CHAMPIONS
GENEVA

Follow us on social media and have a look at our website!

International Gender Champ



GenderChamps #INTGenderChampions

genderchampions.com



INTERNATIONAL
GENDER
CHAMPIONS
GENEVA

The Gender Champions Initiative 1 year later

JULY 2015

SEPT 2015

APR 2016

MAY 2016

SEPT 2016

OCT 2016

NOV 2016

Geneva
Soft
Launch

Geneva
Formal
Launch

Milestone
100
Champions

1st Mid-Term
Review

Survey & 1st
Anniversary

New York
Soft Launch

1st annual
meeting &
report



Where do we stand ?

141 INTERNATIONAL LEADERS
IN THE NETWORK

123 CURRENT
CHAMPIONS

18 ALUMNI



300 ✓
COMMITMENTS

To be renewed and deepened
for Year 2 !

AND

NOW



5 KEY PRIORITIES !

- 1 Strengthen and Deepen the Panel Parity Pledge
- 2 Amplify Our Message
- 3 Empower Senior / Middle Management
- 4 Increase Focus on Key Areas
- 5 Improve Data Collection

Follow us on social media and have a look at our website!

International Gender Champ



GenderChamps #INTGenderChampions



genderchampions.com