



Gender mainstreaming strategy for IUCN events

March 2019 - Version 1.0



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Code Version Control and History: Gender mainstreaming strategy for IUCN events

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Responsible Unit	Director General's Office
Developed by	Union Development Group, Congress Unit
Subject (Taxonomy)	Gender Events
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Approved by	Director General
Applicable to	As defined in section "Applicability", point 2
Purpose	To ensure that IUCN events promote diversity and inclusion of all stakeholders and advance gender equality in general and specifically, to achieve gender equity in participation and governance, to create an enabling environment for meaningful and substantive participation of all genders and finally to advance gender-responsive strategies and solutions to conservation and sustainable development
Is part of	N/A
Related Documents	Annex 1 – Strategy for gender-responsive IUCN World Conservation Congresses Annex 2 - Key Performance indicators on gender strategy for events organised by Secretariat Anti-harassment policy for IUCN events IUCN Gender Equality and Women's Empowerment Policy (2018)
Distribution	Sent to all IUCN employees world-wide, available on the IUCN Union Portal (intranet) sent to all Commission Chairs and Deputy Chairs, sent to all contracted staff for an event and available on request. The policy shall also be published on all event websites and is permanently available via https://www.iucn.org/about/world-conservation-congress

Document History

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Goal

1. In line with IUCN commitments to gender equality, including as articulated in the IUCN Gender Equality and Women's Empowerment Policy (2018)¹, IUCN events strive to promote diversity and inclusion of all stakeholders and specifically they shall advance gender equality as an integral part of meeting IUCN's mission. Specifically, IUCN events aim to achieve gender equity in participation (active and passive) and governance, to create an enabling environment for meaningful and substantive participation by women, men, and those with another gender identity and to advance gender-responsive strategies and solutions to conservation and sustainable development through their agenda, deliberations and outputs.

Applicability

2. This strategy applies to all events organised or co-organized by Secretariat staff and can provide guidance to Commissions, National Committees and IUCN Members. The type of events can range from project-level workshops, trainings and small meetings to larger conferences including but not limited to the IUCN Regional Conservation Fora, the IUCN World Conservation Congress and the IUCN World Parks Congress.
3. For events organised by other organisations, IUCN representatives participating in such events as speakers or participants should promote the objectives outlined in this strategy to the respective organisers.

Strategic objectives

4. IUCN events will
 - a. Promote and strive for equal participation of all men and women as well as equitable interventions/speaking time;
 - b. Strive for gender parity in selection of speakers and composition of panels;
 - c. Put in place measures that allow all attendees to experience an event free from any harassment;
 - d. Prevent sexism and combat gender stereotypes to ensure that gender inequalities are not perpetuated;
 - e. Ensure that a gender perspective will inform session planning; and
 - f. Promote and advance IUCN's work and policies on gender in conservation and sustainable development.

¹ Available at https://www.iucn.org/sites/dev/files/annex_9_to_c_95_8_iucn_gender_equality_and_womens_empowerment_policy.pdf

Tools

The event organiser will

Pre-event

5. Ensure that all communications ahead of the event are aligned with this strategy and actively promote gender responsiveness;
6. Ensure, when applicable, that the Gender mainstreaming strategy for IUCN events (this document), and other relevant documents², are easily accessible from the event website;
7. Issue targeted invitations to men and women for participation in the event followed by regular targeted follow-ups (by organisation or region) in case of notable imbalances in registrations by gender;
8. Identify obstacles that might prevent participation by women and implement solutions, where feasible, to overcome them including but not limited to special incentives for participation (i.e. sponsored participation, child care, sufficient time for planning);
9. Undertake specific efforts towards gender parity on panels and podiums as well as parity on sequential speakers per session, ensuring that no “single sex” panel/session will be part of the Event; to this effect, specific guidelines will be developed and provided to partner organisations or moderators on how to ensure active and equal engagement of all attendees;
10. Ensure harassment-free event in line with the Anti-harassment Policy for IUCN Events and the related procedures and communicate the Anti-harassment policy and procedures to all participants;
11. Where applicable, ensure that the agenda includes a gender focus by specifically exploring how the event/session topic might affect women and men differently;
12. Identify gender champions from among the attendees and engage them in relevant processes;
13. Apply gender parity as relevant criteria in the selection of organising staff, volunteers or governance bodies for the event as applicable;
14. Train chairs/moderators/facilitators on how to detect and counter casual sexism (behaviour or attitudes that foster stereotypes based on sex and perpetuate unequal treatment of others, usually women);
15. Develop a method to inclusively track and measure gender identity of attendees (tracking at least four options: male, female, other, prefer not to say); and
16. Ensure that communication and messaging on the event will be gender-responsive and feature gender issues (both in terms of content as well as implementation of this strategy) to build awareness prior to the event.

² Such as the IGC, 2018 *Gender Responsive Assemblies Toolkit* available at <https://s3.eu-west-2.amazonaws.com/igc-production/tPaopLb44WcC4uoMeiif1gd3kJAxbVNO.pdf>

During the event

17. Reinforce messaging to attendees, recalling the Anti-harassment policy for IUCN Events and Gender Strategy;
18. Ensure that chairs/moderators/facilitators give equal visibility and speaking time to men and women;
19. Ensure that chairs/moderators/facilitators are prepared with gender-focused questions/comments where appropriate;
20. Monitor engagement of attendees in discussions and ensure it is equitable; as necessary, apply incentives (eliciting questions/comments from diverse participants) and/or sanctions (i.e. speaking time, etc.); and
21. Collect information to (inclusively) measure gender identity of participants, speakers and panel members.

Post-event

22. Report back publicly about achievement of gender parity or lack thereof (including tracking and reporting on participants, speakers, panels, gender focus of debates) as well as recommendations for future improvement; and
23. Ensure that the post-event communications include gender considerations.

Annex 1 - Strategy for gender-responsive IUCN World Conservation Congresses

Purpose

1. As the highest decision-making body of the Union, the IUCN World Conservation Congress has a pivotal role to play in advancing gender equality, including through participation and governance; agenda, deliberations and decisions; and communications and messaging.

Specific objectives

2. In addition to the strategic objectives of the Gender mainstreaming strategy for IUCN events, the IUCN World Conservation Congress will specifically
 - a. Strive for gender parity in participation by
 - i. Actively promoting and enabling for gender parity in the number of sponsored delegates;
 - ii. Actively promoting gender balance in the composition of Member delegations with more than one person; and
 - iii. Encouraging gender balance in the Head of Delegations across all Member categories and regions.
 - b. Promote gender as an important issue in the content of the Congress by
 - i. Ensuring that gender issues will be included in the design of the Forum; and
 - ii. Ensuring that gender issues are reflected in the IUCN draft Programme.
 - c. Strive for gender parity in the governance of the Congress by
 - i. Aiming for gender parity in the composition of Congress Committees; and
 - ii. Striving for gender parity in nominations of candidates for President, Commission Chairs and Regional Councillors and subsequently in the elected candidates.

Specific tools

Pre-event

Congress Unit will

3. Design IT systems in a way that is inclusive for men, women and those with another gender identity and allow to monitor gender parity;
4. Ensure that the gender responsive objective of the Congress is adequately profiled on the Congress website and Congress material. Ensure that the Gender mainstreaming strategy for IUCN events (this document), and other relevant documents, are profiled and easily accessible from the Congress website;
5. Ensure that all staff involved are aware of IUCN gender policies and relevant staff have gender mainstreaming responsibilities specifically included in their Terms of Reference;

6. Publically share data on gender parity status for the various objectives;
7. As necessary, implement special measures, where feasible, to further gender parity (i.e. special sponsorship programme, seating arrangements in the plenary hall, etc.);

Membership Unit will

8. Convey message to Members on targets for the composition of delegations and decision-making bodies;
9. Include gender parity objective in guidelines for sponsored delegates and accreditation and monitor status to trigger pro-active reminders to Members as necessary;

Communications Unit will

10. Include gender considerations in planning for communications and messaging;
11. Ensure that presentation of speakers and VIPs on the website is equitable and inclusive.

Forum team will

12. Work with the Global Gender Office to include gender issues in content and programme of the Forum;
13. Ensure that composition of panels/speakers in events organised by the Secretariat achieve gender parity;
14. Prepare and promote guidelines for session organisers on how to include gender issues in the programme and how to ensure gender parity in panels/speakers;
15. Event organisers should commit to gender parity in their events and organisers who fail to do so, will not be prioritised;
16. Ensure that session organisers, speakers and participants are aware of gender responsive objective of Forum as well as anti-harassment policy (including through the Forum website; at the Forum venue including with badges and appropriate signage; as well as in relevant written material including Forum schedule);

The IUCN Council will

17. Submit proposals that promote gender parity in composition of Congress Committees to the Assembly for approval;
18. Include gender parity objective in guidelines for nomination of candidates and in Terms of Reference of the Election Officer for monitoring of status gender parity in nominations;
19. Actively encourage Members to nominate female/male candidates for Council/Commissions in cases where there is an imbalance in nominations;

During the event

20. Plenary Chair to promote Members' Assembly as a Gender Responsive Assembly;
21. Union Development Group will monitor engagement of attendees in plenary discussions as well as contact groups and, as necessary, suggest to the Steering Committee to apply incentives and/or sanctions (i.e. speaking time, etc.); and
22. Union Development Group will engage with delegations and/or National or Regional Committees in case their organisation/countries lack gender balance.

Post-event

23. Union Development Group will report back publicly on level of achievement of the specific objectives as well as recommendations for future improvement in line with best of class practice.