

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

Version	Version 1.0
Source language	English
Published in French under the title	
Published in Spanish under the title	
Responsible Unit	Director General's Office
Developed by	Union of 124.32.225.68 T. (open) Tr (Etc) FAO C.4 (8) 2-3759

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 s p r h e o m o m o t e a n d s t n F o r 6.6(o) O n t p r o m o e a n d 2.6(v1 T w 2.75 a T d (/ L v

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;

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
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6. Publically share data on gender parity status

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.