

Lets ~~not~~ talk about a gender

FACTSHEET GENDER MAINSTREAMING OF EVENTS AND MEETINGS

Goal: events and meetings should strive to promote diversity and include all stakeholders in order to advance gender equality since this is integral to SAH/ IoF's objectives. Events and meetings should aim to achieve gender equity in participation (active and passive) and governance. This will create an enabling environment for meaningful and substantive participation by women, men, and those with another gender identities. It will also advance gender-responsive strategies and solutions by making gender a central part of the agenda, deliberations, and outputs.



BEFORE



Ensure that all communications ahead of the event **actively promote gender responsiveness**. e.g. Considers gender norms, roles and relations for women and men and that these affect access to and control over resources. Considers women's and men's specific needs;



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);



Undertake specific efforts towards gender balance on panels and podiums as well as balance on sequential speakers per session, ensuring that no "single sex" panel/session will be part of the Event;



Where applicable, **ensure that the agenda includes a gender focus** by specifically exploring how the event/session topic might affect women and men differently;



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;

DURING



Ensure that chairs/moderators/facilitators give equal visibility and speaking time to men and women;



Ensure that chairs/moderators/facilitators are prepared with gender-focused questions/comments where appropriate;



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.);

AFTER

Report back publicly about achievement of gender balance or lack thereof (including tracking and reporting on participants, speakers, panels, gender focus of debates) as well as recommendations for future improvement.

