



# International Gender Champions

We mobilise leaders for gender equality.

# Foreword

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In 2015, the International Gender Champions (IGC) was founded with a simple but bold vision: uniting international decision-makers determined to use their voice and power to advance gender equality. Since then, the IGC has grown from an idea of a few visionary leaders in International Geneva into a powerful global network spanning regions, sectors, and institutions. Over 800 leaders worldwide have pledged to uphold IGC's core commitments and have taken concrete action to embed gender equality within their institutional policies, culture, programmes and spheres of influence.

As we celebrate over a decade of collective leadership for gender equality, we take pride in the impact we have achieved together. But we also recognise that we are navigating turbulent waters.

Despite important advances, gender gaps remains wide. Shifting global contexts, competing demands, and shrinking resources are slowing the pace of progress. These new realities threaten to reverse the gains that have been made and remind us how vital it is to stay the course. This is the moment to strengthen our collaboration, and intensify our efforts - because the potential of gender equality remains boundless, and its benefits reach far beyond any one institution or sector.

We have witnessed the power of collective action and the unique role that global leaders can play in achieving progress. From policy change to cultural transformation, amplifying women's voices to implementing tangible reforms, the IGC network can draw from a wealth of good practices to show that real change happens when leaders walk the talk and effectively model change.

We invite you to join us: as partners, donors, and supporters, but more importantly, as co-creators in shaping the next chapter of the IGC's journey. Together, we can build the world we want to see: one where equality is not an aspiration, but a lived reality for all.



**Martin Chungong**  
Secretary General  
Inter-Parliamentary Union  
Chair of the IGC Global Board

# Gender equality cannot wait.

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Gender equality benefits us all.

Research shows that more gender-equal societies are more peaceful, prosperous, and resilient.

*Closing the gender gap could boost the global economy with up to USD 7 trillion. (UN Women, 2024)*

*A peace agreement which includes women is 35% more likely to last at least 15 years. (UN DESA, 2025)*

And yet, systemic barriers continue to sideline women from positions of power and influence—despite decades of advocacy and progress.

*Based on current data, it will take another 134 years to close the global gender parity gap. (WEF, 2024)*

**Change is needed.  
And it starts at the top.**



# Our mission

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## **We mobilise leaders for gender equality.**

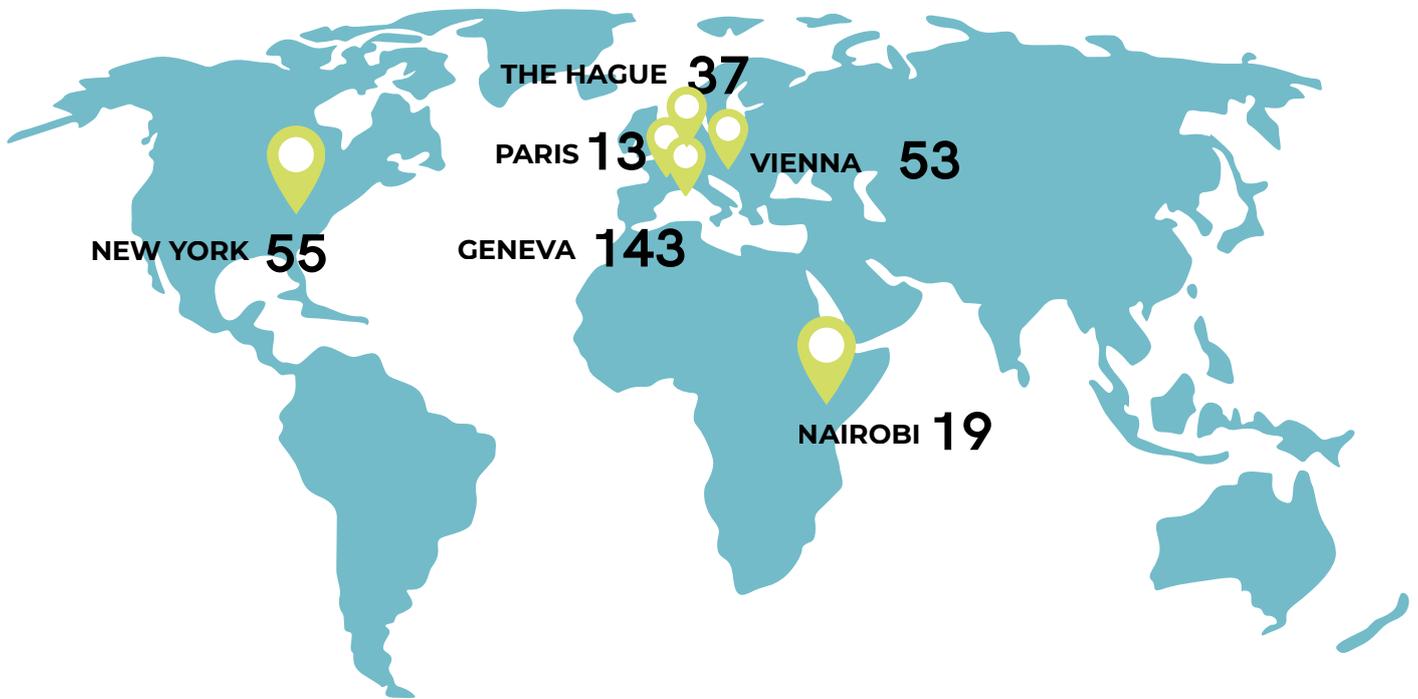
The International Gender Champions (IGC) is a leadership network that brings together international decision-makers determined to break down gender barriers.



**Together, we make gender equality a working reality in our spheres of influence.**

# The network

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Our Champions are executive heads of International Organisations, Permanent Missions, and Civil Society Organisations, united by their commitment to break down gender barriers.

**330**  
CHAMPIONS

**500+**  
ALUMNI

**10**  
YEARS

# Our approach

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A model rooted in influence, accountability, peer-inspiration and strategic leadership.

## **CORE PLEDGES**

Champions commit to no longer participate in single-gender panels and to take effective action against all forms of sexism.

## **PERSONAL COMMITMENTS**

Champions implement two personal commitments every year to advance gender equality in their organisation and its work- and report back at year's end.

## **IMPACT GROUPS**

Via multi-stakeholder working groups, Champions collaborate across sectors and silos to tackle systemic challenges to gender equality in a specific thematic area.

## **COMMUNITY**

The IGC Secretariat connects the community of Champions and Focal Points by sharing knowledge, facilitating exchanges and communicating impact.

# Principles of engagement

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Our Champions commit to actively promoting gender equality in the multi-lateral sphere, grounding their work in our IGC core values.



## RESPECT

Treating every person with respect and fairness

## DIVERSITY

Valuing diversity of origin and opinion

## SAFETY

Creating and maintaining safe workplaces

## COLLABORATION

Working together in a spirit of openness, honesty and transparency

# What makes us unique

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## **A one-of-a-kind network**

Our network counts over 300 executive leaders, each leveraging their reach and influence to advance gender equality.

## **Impactful commitments**

International decision-makers make concrete, public gender equality commitments and report back on progress- turning intent into measurable action.



## **Cross-sector collaboration**

With its diverse constituency, IGC drives new norms and standards for gender equality across different sectors, institutions and geographic regions.

# Our impact

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**>800**

CURRENT AND  
FORMER  
CHAMPIONS

**>5000**

PERSONAL  
COMMITMENTS  
MADE

**81%**

OF CHAMPIONS  
SPEAKING UP  
AGAINST GBV

**>80**

SIGNATORIES TO THE  
GENEVA PLEDGE FOR  
GENDER-RESPONSIVE  
CLIMATE ACTION

**>120**

SIGNATORIES TO THE  
BUENOS AIRES  
DECLARATION ON  
WOMEN AND TRADE



# Commitments in action

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I led our SheTrades team on the launch of the **Global Campaign on Gender-Responsive Public Procurement (GRPP)** and the **WTO-ITC Women Exporters in the Digital Economy (WEIDE) Fund** which are transformative initiatives championed to drive women's inclusion in international trade. Since its launch, the GRPP campaign has garnered **24** statements of support.

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**PAMELA COKE-HAMILTON**  
**EXECUTIVE DIRECTOR,**  
**INTERNATIONAL TRADE CENTRE**

In March, **more than 400 women** from our Marie Skłodowska-Curie Fellowship and our Lise Meitner Programme came to the IAEA's headquarters in Vienna to share their insights, network, and pursue further opportunities. In November, we highlighted the important job of male allies in advancing gender equality in the workplace.

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**RAFAEL MARIANO GROSSI**  
**DIRECTOR-GENERAL,**  
**INTERNATIONAL ATOMIC ENERGY**  
**AGENCY (IAEA)**

# Commitments in action

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UNHCR’s Regional Bureau for the East and Horn of Africa and the Great Lakes has achieved gender parity for both national and professional staff. Women are encouraged to apply to all positions and are actively supported by senior managers. Women in leadership/leading representations in the region is evenly balanced, with women leading in 5 out of 11 Operations.



**MAMADOU DIAN BALDE**  
**REGIONAL DIRECTOR FOR EHAGL,**  
**UNITED NATIONS REFUGEE AGENCY**  
**(UNHCR)**

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In my personal capacity, I have repeatedly showcased the story of women leaders in the podcast series that I host, called “Awake at Night.” I endeavoured to highlight stories of resilience, advocate for systemic change, and inspire global action to promote women’s empowerment.



**MELISSA FLEMING**  
**UNDER-SECRETARY-GENERAL FOR**  
**GLOBAL COMMUNICATIONS, UNITED NATIONS**

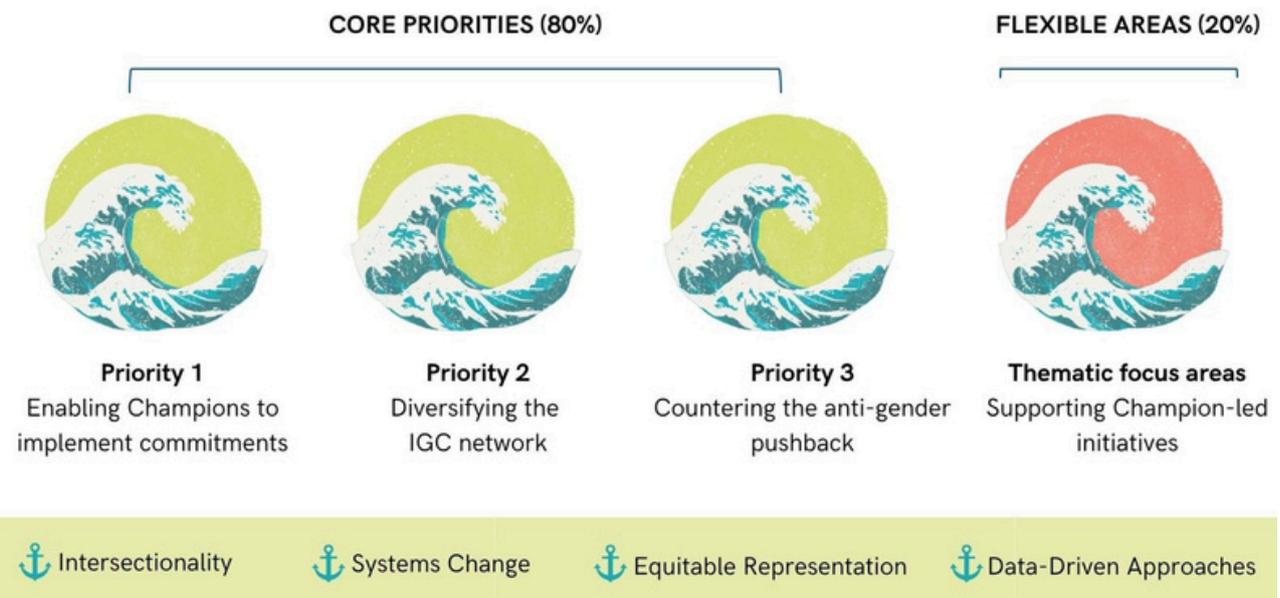
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# What is next?

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Global gender equality efforts are at a crossroads. But there is opportunity. In 2026 and beyond, we will

- **Elevate ambition** through our new “Lighthouse Strategy”, concentrate our efforts where they deliver the greatest impact and activate the full potential of our Champions’ commitment and actions with focused, strategic support.
- **Expand the network** by opening it to the private sector and further diversifying our membership.
- **Leverage collective leadership** to create a positive vision for gender equality and counter the anti-gender movement.
- **Scale impact** by deepening the work of our Champions and Impact Groups along IGC’s thematic focus areas of climate, GBV, and digital technologies.



# Ready to champion change?

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When we combine strengths, change becomes possible. There are many ways to partner with us and build a collaborative relationship that delivers real results and shared success.

## ENGAGE

Collaborate with us on new initiatives, projects, or campaigns that drive real-world impact.

## INSPIRE

Mobilise your community to build awareness and energy around our mission. Use your voice and platforms for change.

## SUPPORT

Strengthen our capacity and sustain our work with financial or in-kind contributions, from funding a project to hosting an event.





Lead the way. Champion change.

# JOIN OUR MISSION

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