

INTERNATIONAL **GENDER CHAMPIONS**
ANNUAL REPORT

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INTERNATIONAL
GENDER
CHAMPIONS



TIMELINE IN TWEETS



#INTGenderChampions

FOREWORD

Three trends are clear as we head into a third year of the Covid-19 pandemic: (i) we are continuously adapting to uncertainty; (ii) we are increasingly interdependent on one another for our health, prosperity and survival; and (iii) the crisis is exacerbating existing inequalities and vulnerabilities, which undermines us all. The time estimated to achieve gender parity slid back by a generation, according to the [World Economic Forum's 2021 Gender Gap report](#), and the worsening epidemic of violence against women permeates public, private and online spaces, causing suffering and preventing women from taking their rightful place at the table.

Cooperation is essential to provide stability, prevent further crises and close the widening gaps. The IGC was founded as a vehicle to inspire, mobilise and connect leaders to fast-track gender equality and the Sustainable Development Goals. In 2021, it continued to build a community which now numbers 300 Champions, each committed to prioritising gender equality and breaking down barriers. Faced with funding shortages, Champions have worked to mitigate the detrimental impact of the Covid-19 pandemic by continuing to gather disaggregated data, develop more responsive policies, and improve access to health, finance, education and technology, as well as many other services for women and girls.

The IGC's most significant collective achievement in 2021 was the launch of a **new network-wide Gender-based Violence (GBV) Pledge** to address one of the most pervasive impediments to women's political, economic and social empowerment around the world. The GBV Pledge made at the June **Generation Equality Forum** will henceforth become a core IGC Pledge, alongside the Panel Parity Pledge. This is one pandemic that is within our power to end.

We continued to leverage high-level leadership through our Impact Groups and Champion-level exchanges. Our **Time to Talk** Champion conversation series provided a platform for frank discussions among 42 Champions from across our



multilateral hubs on commitments and themes arising from Generation Equality Action Coalitions. Prior to the United Nations Climate Change Summit in Glasgow (COP26), the IGC and the Council of World Women Leaders co-hosted a virtual leadership exchange on climate change to specifically identify how to galvanise political will to address 'tomorrow's problem today' and strengthen the **gender-climate nexus**.

In Vienna, 50 Champions launched a hub-wide initiative to ensure zero tolerance of harassment, including sexual harassment, and in Nairobi, Geneva and New York new Steering Groups were in the process of being formed. The Paris hub concluded the year with its second virtual Champions gathering, and The Hague hub continued to focus on gender justice and legal mechanisms.

The challenge now is to build on the momentum that has been generated. The IGC is in a unique position to lead the way as a catalyser of change through individual accountability and collective action. But it can only be as strong and impactful as individual Champions want it to be.

I salute the dedication of my fellow Board members who have been unstinting in their efforts and resources in supporting the important work carried out by the IGC, and in finding solutions to the problems it has had to grapple with during the year. We are also lucky to be able to count on the strong support of a small Secretariat which, during the year, has deployed a wealth of resources to advance the mandate of the IGC.

I count on you to join us in building on the foundations of our rich and vibrant network to deepen our roots, extend our branches and bridge the divides with renewed urgency and commitment.

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

THE IGC GLOBAL BOARD

On International Women's Day, Mr Martin Chungong, Secretary General of the Inter-Parliamentary Union (IPU) and Chair of the IGC Global Board received the [Inaugural SDG5 Male Champion for Change Award](#) for his outstanding work in sensitising parliaments on gender-related issues and advancing gender equality in line with Goal 5 of the SDGs. In addition, Mr Chungong received the unanimous endorsement of his fellow Board Members for a further two-year term as the Chair of the IGC Global Board, from January 2022 to December 2023.

In 2021 the tenures on the Board of Under-Secretary-General Catherine Pollard of Management Strategy, Policy, Compliance at the United Nations and Ambassador Monique Van Daalen of the Netherlands to Geneva came to an end. The Board extends its thanks to them for their engagement and is delighted to welcome its newest member, Ambassador Chad Blackman of Barbados to Geneva.

The Chair of the IGC Global Board and the Global Board work in close collaboration with the IGC Secretariat; the latter has been hosted by the Geneva Centre for Security Policy since September 2019, with the generous support of the Swiss government. In 2021, the IGC became a recipient of a grant from the UN Foundation to amplify Generation Equality, and became a member of the Nest, a temporary, informal "network of networks". While this grant will expire in March 2022, the Swiss Federal Department of Foreign Affairs has agreed to increase its funding for 2022-2023 to support a light Secretariat while the Global Board continues to secure additional project-specific funds.

In July 2021, the Global Board agreed to expand its membership from 10 to 12 Members in addition to the Swiss Permanent Representative in Geneva as an ex-officio Member, and established the following five strategic objectives to build on its existing accomplishments:



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



**Maimunah
Mohd Sharif**
Executive Director,
UN-Habitat



**Athaliah
Molokomme**
Ambassador,
Permanent Mission
of the Republic
of Botswana to
the United Nations
in Geneva



Anne-Sophie Lois
UN Representative
Geneva & New York,
Plan International



**Caitlin
Kraft-Buchman**
CEO / Founder,
Women@TheTable



**Louise
Mushikiwabo**
Secrétaire générale,
Organisation
Internationale de
la Francophonie



**Rafael
Mariano Grossi**
Director-General,
International Atomic
Energy Agency
(IAEA)



Jürg Lauber
Ambassador
and Permanent
Representative,
Permanent Mission
of Switzerland to
the United Nations
in Geneva



**Chad Blackman,
LLB, LLM, ACIArb**
Ambassador
and Permanent
Representative,
Permanent Mission
of Barbados to the
United Nations in
Geneva

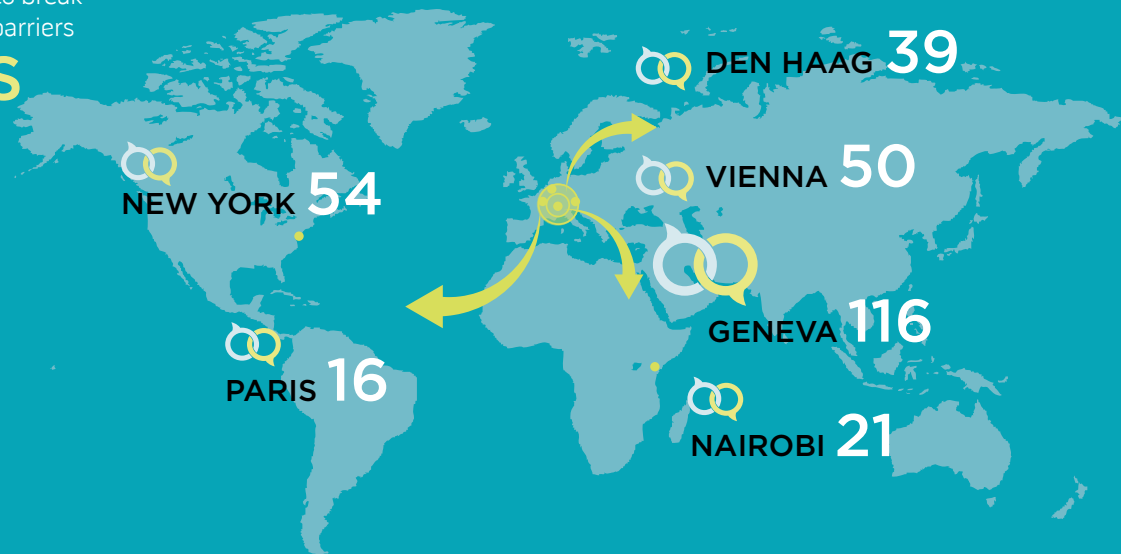
1. Reach a critical mass of Champions and strengthen and consolidate each hub;
2. Convene Champions to co-create political and cultural change;
3. Develop more transformative commitments and 'connect the dots' to accelerate the achievement of the SDGs;
4. Support more Impact Groups for strategic collective action; and
5. Strengthen key global partnerships and collaboration.

295 united by our
commitment to break
down gender barriers
CHAMPIONS

a unique network of leaders
from over 60 countries



 **INTERNATIONAL
CHAMPIONS 3**



GLOBAL ALUMNI CHAMPIONS

Since 2015, over 275 Champions have left their roles or IGC hubs to become Alumni Champions and are leading organisations and governments around the world, including Dr Lassina Zerbo, the newly appointed Prime Minister of Burkina Faso and Ms Sahle-Work Zewde, President of Ethiopia.

Dr Phumzile Mlambo-Ngcuka joined the Alumni Champion community at the end of her term as Executive Director of UN Women. Dr Sima Bahous, a former Permanent Representative of the Hashemite Kingdom of Jordan to the United Nations and Gender Champion since 2017, was appointed as Executive Director of UN Women.



CHAPTER I

COMMITMENTS

TURNING COMMITMENTS INTO HABITS OF ACTION

One of the founding pillars of the IGC – the Panel Parity Pledge – has taken on a new dimension with the predominance of virtual events. The commitment by all Champions to no longer participate in single-sex panels and to advocate to improve the gender balance where there is none has become a reflex over six years of implementation, but one that is on slightly shaky ground with new ways of working.

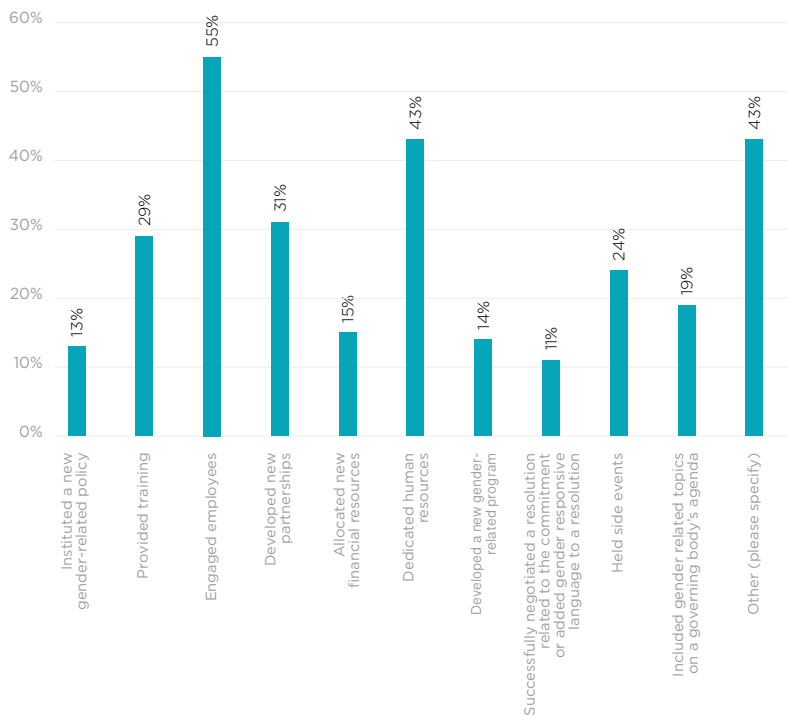
This year, Champions reported an **89 per cent success rate** in adherence to the Panel Parity Pledge in the panels they participated in; however, **40 per cent of Champions** reported finding themselves in challenging situations on one or more occasions. Those who did participate in single-sex panels reported greater difficulty in influencing panel composition when they contacted the organisers and noted more last-minute changes in virtual settings. While the virtual environment has created the potential to democratise participation and include more women, conscious awareness and pro-active engagement is needed to avoid falling back to ‘manels’ (men-only panels). The IGC’s [guide](#) contains language to include in responses to panel invitations.

In 2021, Champions engaged in the following actions if invited to participate in single-sex panels:

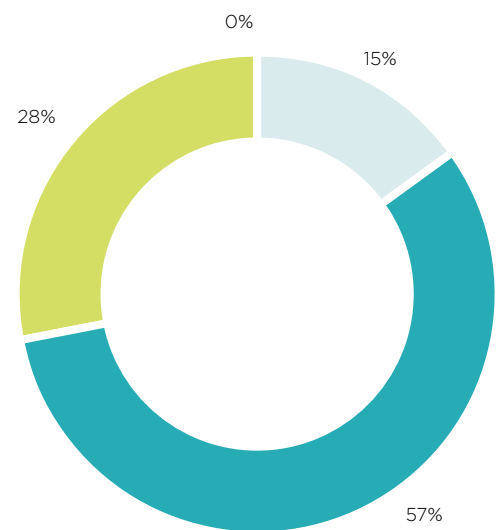
- request that an invitation to participate be extended to a qualified leader/expert of another gender – even if this had to be done on the spur of the moment by selecting someone from the audience;
- decline an invitation to participate by explaining the Panel Parity Pledge and the importance of gender-balanced panels, and/or delegate attendance to teammates of another gender to increase the panel’s diversity;
- make public statements via social media or other channels to draw attention to the issue of gender parity, depending on contextual sensitivity, or in specific fields/events; and
- request active participation from the audience, particularly by members of a under-represented gender on the panel.

The shift to virtual settings has had some positive benefits, notably because technological advances have made it easier to gather gender-disaggregated data on sex and other intersectional factors, as well as the balance of speaking time and focus on specific topics during meetings. Recent [data published by the United Nations Framework Convention on Climate Change \(UNFCCC\)](#) highlights the significant gaps between women’s representation and the speaking time allocated to women in meetings. However, despite some encouraging developments, work still remains to be done to ensure that numerical representation translates into equal power and influence in working processes and outcomes.

Actions taken by Champions to achieve their Commitments (in %)

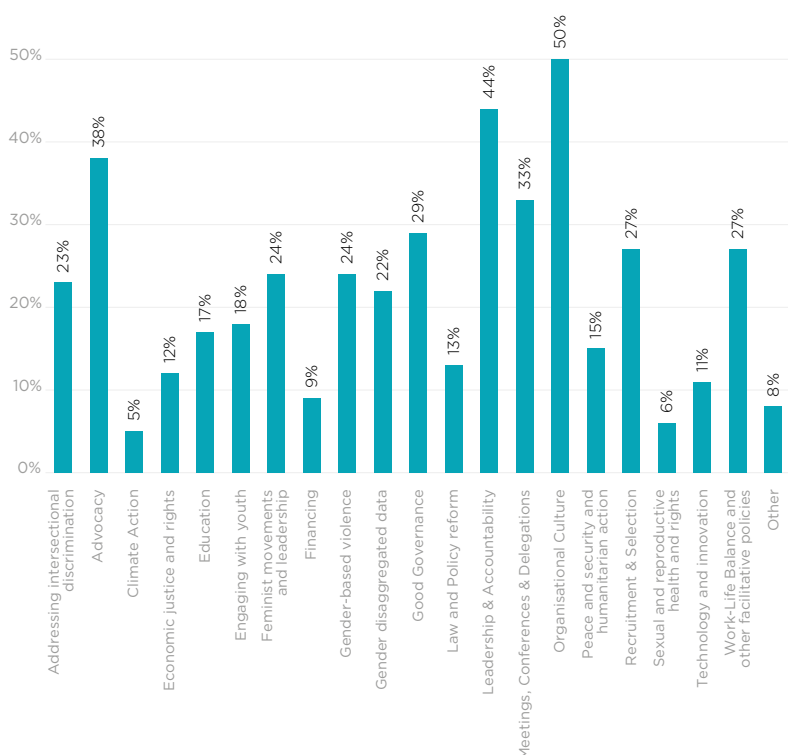



2021 Commitments Level of Achievement





Focus areas of commitments


(each commitment can touch upon multiple areas)



 We have successfully accomplished this Commitment. We will replace it with a new Commitment

 We have partially accomplished this Commitment but we plan to continue our work to establish long-term success

 We have successfully accomplished this Commitment, but we plan to continue our work to establish long-term success

 This Commitment proved too difficult to achieve. We will replace it with a new Commitment

2021 COMMITMENTS' IMPLEMENTATION, IMPACT

PRIORITISING AND INTEGRATING GENDER EQUALITY

Despite the multiple and competing challenges leaders have had to address, Champions have committed to prioritise the 589 personal commitments they have made on maintaining and integrating gender equality in the agenda of their respective organisations and multilateral hubs.

The **three main focus areas** Champions committed to tackling this year were **organisational culture, leadership and accountability and advocacy**. 2021 commitments also included more thematic focus areas in line with Generation Equality's [Action Coalitions](#), such as feminist movements and leadership, GBV, economic justice and rights, technology and innovation and climate action. Champions also led the development of Action Coalition blueprints and engaged with the Generation Equality fora throughout the year.

About three-fourths (**72 per cent**) of the commitments reported on in IGC's annual survey were successfully accomplished in 2021, a step up from the two-thirds of accomplished commitments in the last two years. A little **over one-fourth (28 per cent)** of commitments were partially achieved, and will be carried over into 2022. Champions once again highlighted the key factors in the successful realisation of the commitments as the **engagement of employees**, followed by their **personal engagement in**

internal initiatives, or by leadership styles and external advocacy and high-visibility messaging. Ninety per cent of respondents agreed, or strongly agreed, that the impact of their commitments was significant.

Eighty-one per cent of respondents agreed or strongly agreed that the IGC had contributed to the advancement of gender equality in the strategic objectives and programmatic outcomes of their respective organisations. Respondents valued the diversity of IGC's membership, with some Champions having little or no previous engagement in issues relating to the advancement of gender equality, while others had expertise in gender-related issues. Many respondents highlighted one of the key strengths of the IGC is that it offered a platform **for peer exchange, both among Champions and among their Focal Points**.

The main challenges identified in implementing commitments were **time, resources (including staff), and the now well-known constraints posed by the Covid-19 pandemic**. Lockdowns, cancelled events and fewer in-person exchanges have hampered the kinds of collaborative action and active engagement that existed prior to the pandemic. **Eighteen per cent** of respondents disagreed, or strongly disagreed with the suggestion that they had sufficient staff and resources working on issues related to gender equality. One of the key takeaways from the survey is that gender is gaining traction, and increasingly being integrated in organisations' agenda; however, a great deal of work remains to be done and more financing is needed before the issue is fully prioritised and effectively mainstreamed within organisations and multilateral fora – until this happens, the 2030 Agenda for Sustainable Development will remain out of reach.

Examples of far-reaching 2021 commitments



Delphine O

Ambassadrice / Secrétaire générale, Forum Génération Égalité

“Chaque femme doit pouvoir faire ses propres choix, tout au long de sa vie, et ce en toutes circonstances. L'émancipation des femmes passe entre autres par le droit à pouvoir disposer de son corps et par l'accès aux services de santé sexuelle et reproductive. Les droits et santé sexuels et reproductifs sont une des clefs de l'égalité entre les femmes et les hommes.”



I support the IGC Panel Parity Pledge.



I support the IGC gender-based violence pledge.

Personal Commitments

Dans le cadre du Forum Génération Égalité, je m'engage à mettre en avant des artistes, activistes, personnalités de la société civile et sportives exemplaires afin de doter les générations futures de rôles modèles au féminin.

Le Secrétariat Général du Forum Génération Égalité s'engage à l'égalité entre les femmes et les hommes dans sa démarche d'obtention du Label Événement Égalité certifiant que l'événement a été préparé et s'est déroulé dans le respect de l'égalité entre les femmes et les hommes. À cet égard, le Secrétariat Général s'efforcera de favoriser l'identification de parties prenantes, acteurs territoriaux et fournisseurs concernés par les problématiques relatives à l'égalité entre les femmes et les hommes. Le Label Événement Égalité assurera l'effectivité de ces mesures lors de l'évaluation.



John Frank

Vice President, UN Affairs, Microsoft

“I am proud to join this group of allies for gender equality around the world. Achieving gender equality is a company-wide priority for Microsoft, whether that be through our diversity and inclusion efforts inside to the company to deploying technology to help those in need and empower people to do more around the world. I am excited as head of our representation office to the United Nations to build on those efforts and do my part to empower women. In my approach and in connection with the **Generation Equality Forum**, I pledge to also consider intersectionality and the diversity of experiences of women and men around the world.”



I support the IGC Panel Parity Pledge.



I support the IGC gender-based violence pledge.

Personal Commitments

Working with peer organizations such as the UN Foundation and the Generation Equality Forum, I commit to champion programs and opportunities to reduce the gender digital divide including through programs that offer digital upskilling and free access to employability-oriented training.

Working with my colleagues across Microsoft and in connection with the Generation Equality Forum's action coalition on Technology and Innovation, I commit to advocate for the use of data and analytics in policy discussions to better understand how women especially are subject to different safety risks online and to advance policies that decrease risk exposure of women and girls.



Taeho LEE

Ambassador and Permanent Representative, Permanent Mission of the Republic of Korea to the United Nations and other International Organizations in Geneva

“Gender equality and women's empowerment, which lie at the very heart of human rights, have always been a top policy priority of the Republic of Korea. In Geneva, the hub of the multilateral system, I am committed to advancing our collective quest for gender equality and building inclusive cultures at our mission, the UN, and beyond.”



I support the IGC Panel Parity Pledge.



I support the IGC gender-based violence pledge.

Personal Commitments

Promote awareness and support ongoing efforts for the elimination of sexual harassment, as a founding member of the Geneva Group of Friends to Eliminate Sexual Harassment (GOFESH) launched in 2021, through collective activities including events, advocacy and collaboration among Geneva-based stakeholders.

Advocate international efforts to prevent and respond to sexual and gender-based violence in conflicts, by providing support for victims and survivors, collaborating with the Global Survivors Fund (GSF), and other actions, through the "Action with Women and Peace" initiative (launched by the Korean government in 2018).

CHAPTER II IMPACT

LEVERAGING THE GLOBAL GOVERNANCE ARCHITECTURE

By mobilising and connecting leaders at the highest levels of our multilateral hubs, the IGC is a platform that can influence change across the international system. Champions provide one another with support and inspiration, and work together to accelerate and institutionalise changes within and between hubs.

When Champions were asked on the IGC's impact in their respective hubs, the strongest themes emerging included:

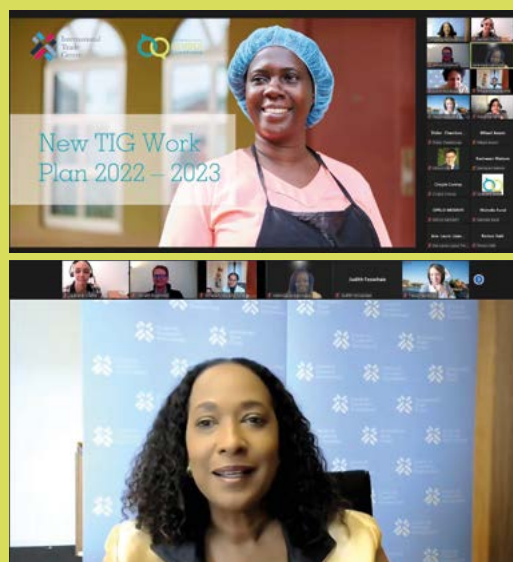
- **increased awareness of gender barriers and strategies to overcome them;**
- the provision of a **platform for frank discussions among high-level leaders;**
- promotion of the work carried out on gender equality by the network's organisations; and **increased visibility of the tools, best practices and work carried out on gender equality globally, including through public events;** and
- a **visible increase in equal representation** in multilateral fora.

IMPACT GROUPS

In consultation with our IGC Global Board, Impact Groups are co-chaired by Champions to focus on a specific topic for systems change across a sector. Each Impact Group identifies 'gender blind spots' and develops a short-term action plan to drive meaningful policy and programmatic systems change for gender equality.

Trade

In 2021, the **Trade Impact Group (TIG)**, co-chaired by Ambassador Athaliah Molokomme of Botswana to Geneva, Ambassador Harold Aspelund of Iceland to Geneva, and Executive Director Pamela Coke-Hamilton of the International Trade Centre, continued to deliver on its commitment to the **Buenos Aires Declaration on Trade and Women's Economic Empowerment**. Building on the TIG's work, Members established the World Trade Organization's **Informal Working Group on Trade and Gender (IWG)** in September 2020, bringing selected topics identified in the Buenos Aires Declaration under the WTO. In December, the TIG approved a new 2022-2025 work plan focusing on engaging civil society organisations and the private sector to deliver concrete outcomes for women.



*From left to right:
Ambassador Michael Gaffey
(Ireland), Ambassador
Maria Teresa T. Almojuela
(Philippines), Dr Robin
Geiss (UNIDIR),
Ambassador Julia
Imene-Chanduru
(Namibia).*

Disarmament

The **Disarmament Impact Group (DIG)**, co-chaired by Ambassador Michael Gaffey of Ireland to Geneva, Ambassador Julia Imene-Chanduru of Namibia to Geneva, Ambassador Maria Teresa T. Almojuela of the Philippines to Geneva, and Dr Robin Geiss of UNIDIR, is an expert forum to promote dialogue, share knowledge, pursue concrete opportunities to advance gender-responsive action within disarmament processes, and improve the discourse and change behaviour across disarmament fora.

In 2021, the DIG launched an updated version of the [Gender and Disarmament Resource Pack](#) for multilateral practitioners. This publication explains the relevance of gender perspectives to arms control, non-proliferation and disarmament, as well as practical ideas that can support diplomats in applying a gender lens to their work. Ahead of the Ninth Review Conference of the Biological Weapons Convention (BWC), the DIG launched a new factsheet on [Gender and Biological Weapons](#). The factsheet informs disarmament delegates on the current gender balance in the biological weapons regime, including an analysis of women's participation in multilateral meetings, as well as potential sex-specific and gendered impacts of biological weapons. This resource offers recommendations on promoting gender equality and mainstreaming gender perspectives in the implementation of the BWC.

In partnership with the BWC's Implementation Support Unit, the DIG organised a [webinar](#) on the relevance of gender perspectives to the implementation of the BWC. Panellists assessed how gender considerations were already being incorporated into BWC discussions and, in the context of the forthcoming ninth Biological and Toxin Weapons Convention Review Conference due to take place in August 2022, how these perspectives could be further promoted and strengthened in future BWC work programmes.

In October, the Impact Group co-hosted aside event titled ["Where Are the Women? Staying](#)



[Curious About Gender in International Security](#)". A diverse group of panellists shared their insights about women's experiences in international security and explored ways to overcome structural gender inequalities in arms control and disarmament, mediation and peacekeeping.

Gender Equality in Nuclear Regulatory Agencies



The Impact Group on Gender Equality in Nuclear Regulatory Agencies, co-chaired by Heidi Hulan, Ambassador and Permanent Representative of Canada to UN agencies in Vienna, Rafael Mariano Grossi, Director General of the International Atomic Energy Agency, and Rumina Velshi, President of the Canadian Nuclear Safety Commission, held two meetings in 2021. In addition, the Impact Group was the subject of discussions at a special session of the IAEA General Conference. In the course of the year, the Impact Group was able to make substantial progress in developing key quantitative and qualitative parameters to monitor the progress of achieving gender equality goals in the nuclear regulatory agencies.

The Impact Group's membership rose from 10 to 26 regulatory agencies following a concerted effort to recruit additional heads of regulatory agencies who share its objectives.



THE NETWORK EFFECT

The shift to a virtual environment has limited face-to-face interaction, but it has allowed the IGC to develop new partnerships, diversify our membership, and create more opportunities for sharing of expertise and experience. This, in turn, has contributed to a stronger and deeper network and accelerated impact.

The IGC's membership of Nest, a network of high-level networks founded by the United Nations Foundation to meaningfully advance gender equality and work towards robust engagement in and commitments at the Generation Equality Forum, enabled the IGC to extend its outreach and programmatic activity to grow even further.

New Champions enrolled in the Nest network included Ms Janet Mbugua of the Inua Dada Foundation Trust, Mr John Frank of Microsoft, Ms Elizabeth Cousens and Ms Sofia Borges of the United Nations Foundation. The IGC partnered with the [Council of Women World Leaders](#) to bring Champions the first **Leadership Exchange on Climate Change with H.E. Tarja Halonen**, a former President of Finland, ahead of the 2021 United Nations Climate Change Conference (COP26). Ambassador Chad Blackman of Barbados to Geneva chaired the conversation between fellow Champions and Her Excellency, which addressed a range of issues including the need for gender budgeting, green budgeting and more gender-just responses that level the playing field for women and girls.

As a member of the Nest, the IGC disseminated information to its membership to promote the **Generation Equality Forum**, providing insights and guidance to those who had not previously engaged in the forum. Information was shared across the tripartite network on how to become a Commitment Maker for Generation Equality, and how to deliver on the goals of the **Beijing Platform for Action** and **Goal 5 of the SDGs**. In 2021, IGC members leading the six **Action Coalitions** and the **Global Compact for Women Peace Security and Humanitarian Action** provided Focal Points with additional details on the focus of the global blueprints.

The Generation Equality Forum is a high-level international conference by UN Women, co-hosted by France and Mexico in partnership

Representation

In the Geneva Representation Impact Group, co-chaired by Mr Martin Chungong, Secretary General of the IPU and Ms Caitlin Kraft-Buchman, the IGC co-founder and CEO of Women@TheTable, the IPU served as a pilot for the G-app project. The project aims to look at overall participation, speaking time and roles during conferences from a gender and age perspective. The G-app project was co-developed by Ms Caitlin Kraft-Buchman following an initial brainstorming session with several IGC entities, including specialists from IPU, UNAIDS, IUCN and the WMO..

The IGC Vienna Representation Impact Group, co-chaired by Mr Li Yong, Director General of the United Nations Industrial Development Organization (UNIDO), Ambassador Pirkko Hämäläinen of Finland to Vienna and Ambassador Manizha Bakhtari of Afghanistan to Vienna, recommended the G-app to track the speaking time of men and women at events. The Impact Group encouraged entities in Vienna to explore how they can make use of the G-app at their events, and remains hopeful that the software application will be piloted by interested entities in Vienna in 2022.

The IGC Vienna Representation Impact Group also brought together more than 20 Champions from the Vienna Hub for an [awareness-raising video](#) on Codes of Conduct. Under the slogan "[Harassment has no place at our events](#)", Champions affirmed their adherence to a zero-tolerance approach to harassment, including sexual harassment. The objective for 2022 is that the video and standardised language on the Code of Conduct is included in event invitations sent by participating entities. A common website on harassment prevention is planned to be launched for Vienna-based UN entities which will help victims and witnesses of harassment to identify the appropriate office to report the incident to within the relevant UN entities.



“Gender equality is a catalyst for effective and powerful environmental progress.”

Tarja Halonen
Former President of Finland

with civil society. Set to accelerate efforts to improve women's rights and gender equality before 2030, as part of an intergenerational campaign called "Generation Equality: realising women's rights and an equal future". The efforts are organised around six Generation Equality Action Coalitions themes and a Global Compact on Women, Peace and Security and Humanitarian Action (WPS-HA), most of which are led by IGC Gender Champions:

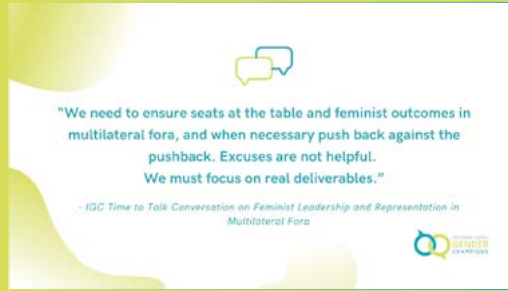
1. Gender-based violence (GBV);
2. Economic justice and rights;
3. Bodily autonomy and sexual and reproductive health and rights (SRHR);
4. Feminist action for climate justice;
5. Technology and innovation for gender equality; and
6. Feminist movements and leadership;

In addition to their core commitments and engagement with Generation Equality, Champions created vital moments of solidarity for accelerating impact within the IGC membership's diverse areas of work in 2021. They collaborated across hubs, sectors and time zones to leverage collective institutional capacity and fast-tracked the push for meaningful change in the following and a range of critical areas.

Bolder, Stronger, Deeper Commitments

The [IGC 2021 Commitment Guide](#) encouraged Champions to consider how different Generation Equality Action Coalition themes and levers can be incorporated into their personal commitments.

In January, Champion and Global Board Member Ms Anne-Sophie Lois of Plan International kicked off 2021 by conducting a workshop for the IGC network on integrating an intersectional approach to IGC Commitments. Applying an intersectional lens allows us to develop more effective analysis, advocacy and policies and take IGC commitments to the next level. The recording of the workshop '**Intersectionality and your IGC Commitment**' and the new [Intersectionality Commitments Guide](#) are now available as a resource on the [IGC website](#).



Time to Talk - Champion Conversation Series

Between the Generation Equality Forums in Mexico and Paris in March and June, respectively, the IGC Secretariat organised small, informal and closed-door conversations on themes related to 2021 Champions' and Action Coalition commitments. In contrast to panel discussions, the [Time to Talk series](#) provided a space for Champions to speak in their personal capacity and share their challenges and ideas to advance gender equality in their spheres of influence. Such in-person exchanges have become scarcer since meetings, conferences, and other high-level gatherings have moved to virtual, online spaces.

Leveraging the tripartite structure of the IGC Time to Talk group discussions enabled Champions from different hubs to learn about new initiatives being pursued by various organisations and the resources at their disposal. Each conversation took on its own dimension. The discussions enabled some Champions to gain a clearer idea of what gender equality looks like through the lens of thematic issues, while for others, it helped them identify specific milestones to be met, and the path to attaining them.

"The 'Time to Talk' series, helped encourage Champions to have frank discussion and reminded us to actively look for opportunities where we can incorporate a gender perspective into our work."

Champions participating in the discussion on **youth engagement** asked each other the question, **"Do I have a younger person in my office who can give me honest feedback and criticism in order to have authentic intergenerational leadership?"**. They identified ways to promote meaningful youth engagement by practicing active listening, suspending judgment, stigma and discrimination, and by sharing and providing opportunities that can trigger further opportunities, leading to long-term career growth.



“

We, the leaders that are part of this network, have a strong voice and can help our sector push the envelope on gender equality. As a network, we can set new standards for how our peers should address gender-based discrimination.”

”

Anne-Sophie Lois of Plan International, IGC Global Board Member

The discussion on **youth, STEM and diplomacy** highlighted the high demand among youth from all countries for opportunities and networking within the field of science and diplomacy. Champions discussed ways to increase youth inclusivity and accessibility to work, training and events within their respective organisations, and that ***“actions and speaking out lead to successful transformation of norms and culture”***. Champions agreed to share ideas and potential sources of funding and collectively organise events, information sessions and resource development over the year.

The Time to Talk conversation on **work-life balance and family-friendly policies** affirmed that current work structures serve men and women differently, particularly women who tend to hold the majority of care and home responsibilities. Forced homeworking has brought benefits and challenges, and it is important to understand and respond to individual circumstances. Champions agreed to monitor late meetings within multilateral fora and identified the need for supportive frameworks in the form of a code of conduct or a well-being framework. Champions also concurred that they will continue to ask themselves, ***“What should the best working arrangements be, when we have more choices between in-person and remote working, that allow us to meet different needs?”***.

The Champion exchange on best practices in **feminist leadership and representation in multilateral fora** exposed several gaps, namely between representation and participation, organisational and leadership parity, and policy/legislation and action/implementation.

The conversation on GBV asked, ***“How can fellow Champions address harmful gender stereotypes, leverage the power of education, and find innovative, supportive way of engaging men and boys to prevent GBV?”***. This conversation notably gave rise to the new network-wide IGC GBV Pledge.

It takes courage to advance gender equality across sectors, organisations and cultures, and Champions may meet resistance or backlash. Finding support and solidarity in driving the agenda forward is a vital resource that the IGC offers to its community.

Nine 'Time to Talk' Conversations led by nine Champions with 42 Champions participating

- Intersectionality - convened by Anne-Sophie Lois of Plan International.
- Youth Engagement - convened by Casey Harden of the World Young Women's Christian Association (YWCA)
- Gender-based Violence - convened by Phumzile Mlambo-Ngcuka of UN Women.
- Technology and Gender Equality - convened by Houlin Zhao of the International Telecommunication Union (ITU).
- Youth, STEM and Diplomacy - convened by Dr Lassina Zerbo of the Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO).
- Climate and Ecosystems Restoration - convened by Inger Andersen of the UN Environment Programme (UNEP).
- Feminist Leadership and Representation in Multilateral Fora - convened by Caitlin Kraft-Buchman of Women@TheTable.
- Work-Life Balance and Family-Friendly Policies - convened by Ambassador Bard Ivar Svendsen of the Royal Norwegian Embassy to The Hague.
- Keeping Gender on the Agenda and Mainstreaming - convened by Ambassador Stefano Toscano of the Geneva International Centre for Humanitarian Demining (GICHD).

The NEW IGC Gender-based Violence Pledge

Prior to the Paris Generation Equality Forum (GEF) in June, the IGC Global Board approved a **new, network-wide core Pledge to stand for zero tolerance of GBV, sexist attitudes and behaviour**. GBV includes not just physical violence but psychological violence, and enabled by stereotypes and sexist attitudes that can be cultural, religious or traditional. There is a growing epidemic of in-person and online violence, which not only leaves women unsafe but also compromises and undermines democracy when it makes women fearful to participate in public life.

The new IGC GBV Pledge inspired the submission of a commitment to the Generation Equality Forum to run a year-long campaign in 2022, building on the **'I say no to Sexism' campaign** launched in 2018 by IGC co-founder and former UN Geneva Director-General, Michael Møller. The campaign aims to counter casual sexism and calls for zero-tolerance of GBV through **outreach activities and resources** to encourage and empower Champions to counter casual sexism and GBV, foster a change in mindsets and culture, and generate safe environments for all free of stigma, sexism, and violence online and offline.

The IGC GBV Pledge aims to guide reflection and action in all Champions' spheres of influence. To date, 87 Champions have signed the pledge and have begun implementation by, among other actions, speaking up and standing up for zero tolerance. From 1 January 2022, the IGC GBV Pledge has become a core commitment alongside the Panel Parity Pledge.

Ambassador Anita Pipan of Slovenia in Geneva: *'There are still a lot of stereotypes around gender roles out there'.*



“

Like the Panel Parity Pledge, our aim is to collectively shift norms to make GBV and sexist attitudes and behaviour unacceptable within IGC's multi-lateral hubs, and to open up a space for all fellow Champions to speak up, stand up and take action to eliminate all forms of GBV within their spheres of influence.”

Martin Chungong,
Chair of the IGC Global Board

We / I

First Name

Family Name

INTERNATIONAL GENDER CHAMPIONS

support the IGC GBV Pledge.

The International Gender Champions gender-based violence (GBV) pledge is a core commitment to stand for zero tolerance of all forms of gender-based violence, sexist attitudes and behaviour.

This commitment aims to help Champions to uphold IGC's core values of creating and maintaining safe workplaces and treating every person with respect and fairness; and to accelerate collective action towards the elimination of all forms of gender-based violence within Champions' spheres of influence. The following questions are designed to support Champions' reflections and actions:

1. What are you doing to speak up and stand up against gender-based violence and sexism?
2. How are you upholding IGC's core values of creating and maintaining safe, respectful workplaces?
3. Are you applying an intersectional approach to break down harmful gender stereotypes, including by engaging men and boys?
4. Can support and accountability mechanisms be strengthened within your workplace and the work you do?

16 INTERNATIONAL GENDER CHAMPIONS



I SUPPORT THE IGC GBV PLEDGE

YVAN SAVY

Director
UN Women, Switzerland, Geneva



I SUPPORT THE IGC GBV PLEDGE

MAMI MIZUTORI

Special Representative of the Secretary-General
UNDRR



I SUPPORT THE IGC GBV PLEDGE

MICHAEL MØLLER

Senior Director General, UNCTAD



I SUPPORT THE IGC GBV PLEDGE

SANDRA OJIAMBO

CEO and Executive Director
UN Women, Nairobi, Kenya



I SUPPORT THE IGC GBV PLEDGE

STEPHEN OMOLLO

Regional Director
World Bank East Africa Region



I SUPPORT THE IGC GBV PLEDGE

MAIMUNAH MOHD SHARIF

Executive Director
UN Women



I SUPPORT THE IGC GBV PLEDGE

OLOF SKOOG

Secretary-General of the Swedish Gender
Equality and Non-Violence Fund



I SUPPORT THE IGC GBV PLEDGE

SALLY MANSFIELD

Secretary-General and President
Parliament of Australia



I SUPPORT THE IGC GBV PLEDGE

SALMAN BAL

Director and Secretary
General, National Commission on Human Rights



I SUPPORT THE IGC GBV PLEDGE

NINA SUOMALAINEN

Executive Director
Finnish Gender Equality Institute



I SUPPORT THE IGC GBV PLEDGE

RENÉ ROSAGER DINESEN

Secretary-General and President
Danish Institute for Human Rights



I SUPPORT THE IGC GBV PLEDGE

MONICA FERRO

Director
UN Women, Italy



I SUPPORT THE IGC GBV PLEDGE

NORMAN FARRELL

President
Special Tribunal for Lebanon



I SUPPORT THE IGC GBV PLEDGE

PADDY TORSNEY

President
International Commission on Human Rights



I SUPPORT THE IGC GBV PLEDGE

MOVSES ABELIAN

Secretary-General
National Commission on Human Rights



I SUPPORT THE IGC GBV PLEDGE

ANDREA BARSCHDORF-HAGER

CEO and Managing Director
UN Women, Austria



I SUPPORT THE IGC GBV PLEDGE

ADIA SAKIQI

Secretary-General and President
University of Women in Albania



I SUPPORT THE IGC GBV PLEDGE

ABUBACARR M. TAMBADOU

President
International Criminal Tribunal for Rwanda



I SUPPORT THE IGC GBV PLEDGE

ALICE EDWARDS

Head of Secretariat
Executive Director, National Commission on Human Rights



I SUPPORT THE IGC GBV PLEDGE

LE WANG

Secretary-General
National Commission on Human Rights



I SUPPORT THE IGC GBV PLEDGE

MICHAL MLYNÁR

Secretary-General
Government of the Czech Republic to the UN, New York



I SUPPORT THE IGC GBV PLEDGE

CATHERINE MARCHI-UHEL

Head of Secretariat
Special Representative of the Secretary-General on Violence Against Women



I SUPPORT THE IGC GBV PLEDGE

DELPHINE O

Secretary-General of the European Equality Forum



I SUPPORT THE IGC GBV PLEDGE

BÅRD IVAR SVENDSEN

Secretary-General
Norwegian Gender Equality Council



I SUPPORT THE IGC GBV PLEDGE

MARTIN CHUNGONG

Secretary-General
National Commission on Human Rights



I SUPPORT THE IGC GBV PLEDGE

JOHN FRANK

Secretary-General
UN Women, USA



I SUPPORT THE IGC GBV PLEDGE

JANNE NIJMAN

Secretary-General
UN Women, Netherlands



I SUPPORT THE IGC GBV PLEDGE

GRETta FENNER

Secretary-General
Scottish Government



I SUPPORT THE IGC GBV PLEDGE

HOULIN ZHAO

Secretary-General
International Communication Union



I SUPPORT THE IGC GBV PLEDGE

MOHAMED MALICK FALL

Secretary-General
UN Women, Senegal



Nine Podcasts with 12 Champions

In 2021 we passed the microphone to 12 Champions who shared their expertise from their areas of work and the perspectives they gained from within their spheres of influence. Champions delivered strong calls for action, and inspiring insights into how to lay the building blocks for a positive gender-just future.

Ahead of the Generation Equality Mexico City Forum in March, Ambassador Delphine O, Secretary-General of the Generation Equality Forum, discussed the themes of power, crisis and hope, and action, and reminded us that the real work starts with the blueprints of the [Global Acceleration Plan for Gender Equality](#). This concrete road map spans over five years and has a built-in accountability mechanism. Ambassador O shared a strong call to action for Champions to become commitment makers with their organisations, and to engage with Generation Equality and its respective Action Coalitions.

Ms Monica Ferro, Director of the UNFPA Office in Geneva and Ms Kathleen Sherwin, Interim President and Chief Executive Officer of Women Deliver explained how sexual and reproductive health and rights (SRHR) are integral to all Action Coalition themes. Ambassador Chad Blackman of Barbados to Geneva echoed the need to drive the agenda of gender equality and in particular women's rights in multilateralism, saying, "let's face it, if we have our females around the world feel fearful for their lives or not feeling that they can participate in public life, how can we reach the Sustainable Development Goals?".

Ms Alice Ruhweza, Africa Regional Director of the World-Wide Fund for Nature International (WWF) and Mr Joseph Mithika Mwenda, Executive Director of the Pan African Climate Justice Alliance (PACJA) provided a comprehensive account of Africa's unique needs in the lead-up to COP26, singling out priorities as climate finance, meeting pre-2020 mitigation commitments, and ways to reach some of the African continent's most vulnerable and marginalised communities. Ms Alice Ruhweza pointed out that over 95 million girls are still out of school on the African continent, and that girls' education is not only one of the most powerful levers to reduce greenhouse gas emissions, but that it is also more effective in mitigating the climate emergency than many green technologies.

IGC 2021 Podcasts with International Gender Champions

- IGC and Generation Equality - A podcast with Caitlin Kraft-Buchman.
- IGC and Generation Equality Forum: Mexico City - A podcast with Ambassador Delphine O.
- IGC and Generation Equality - A podcast with Ambassador Sybel Galván of Mexico to the OECD.
- IGC and Generation Equality - A podcast with Ambassador Chad Blackman of Barbados to Geneva.
- IGC and Generation Equality - A podcast with Monica Ferro of UNFPA and Kathleen Sherwin of Women Deliver.
- IGC and Generation Equality - A Podcast with Clementine Nkweta-Salami of UNHCR.
- COP 26 - A Podcast with Alice Ruhweza of WWF and Joseph Mithika Mwenda of PACJA.
- A New Global Norm on Violence Against Women - A Podcast with Paul Ladd of UNRISD.
- Complete Gender Parity at UNOPS - A Podcast with Grete Faremo.

Mr Joseph Mithika Mwenda shared that the issue of loss and damage is the most critical, as he stands ready with rural communities across the African continent to see through the promises of resources to implement impactful projects for climate change.

2021 ended with a conversation with Ms Grete Faremo, Under-Secretary-General and Executive Director of the United Nations Office for Project Services (UNOPS) on how she succeeded in reaching her personal 2021 IGC commitments for meeting the Secretary-General's UN System-wide Strategy on Gender Parity and achieving equal representation of men and women, irrespective of contract type or levels.

CHAPTER III

OUR HUBS

*Adriana Quiñones
(UN Women Geneva)
riding a publicity bike
through Geneva
during 16 Days of
Activism to end
Violence Against
Women.*



Geneva

On **International Women's Day** in March, the founding IGC Hub of Geneva raised its voice along with Geneva Champions and their respective organisations. To mark the day, multiple events, celebrations and discussions were held on the continuing need for progress in closing the gender gap. These included an European Broadcasting Union (EBU) workshop on [gender equality and the media](#), and an International Labour Organization (ILO) high-level collective reflection on [Countering the regressive impact of COVID-19 on gender equality](#).

In July, the Global Board approved the creation of a **new Steering Group in Geneva** to reinvigorate Geneva Champions' leadership in the hub. When the Global Board was formed in July 2019, several Geneva Champions took on Board responsibilities. The new Steering Group will work closely with the IGC Secretariat to develop more local synergies and activities.

The **Geneva Group of Friends for the Elimination of Sexual Harassment (GOFESH)** was launched in 2021 by nine co-chairs, among whom were four Champions, namely: Ambassador François Rivasseau of France; Ambassador Meirav Eilon Shahr of Israel; Ambassador Monique Van Daalen of the Netherlands; and Ambassador Taeho Lee of the Republic of Korea. A GOFESH statement was made at the 46th Session of the Human Rights Council and the group is working to put together a task-force in the United Nations. To promote the GOFESH launch co-chairs organised two spotlight events in September and December, inviting speakers to address key issues in the UN system and other bodies, and began planning activities for 2022.

Geneva Champions mobilised during the annual [16 Days of Activism to Eliminate Violence Against Women](#) (25 November-10 December). The UN Women Liaison Office in Geneva, the Delegation of the European Union and the United Nations Office at Geneva (UNOG) launched a photo and social media campaign to say **NO! to gender-based violence**, including publicity bikes in Geneva. The Permanent Missions of Argentina, Israel, Spain and the Delegation of the European Union, as well as the Michal Sela Forum, the United Nations Population Fund (UNFPA) and UN Women organised a **discussion on 'Fighting Gender-Based Violence'**. The IFRC launched an initiative to address sexism and racism across all of its 192 national Red Cross/Red Crescent societies and preparing organisational assessment toolkits to assess institutional and organisational capacity for protection, gender and inclusion.

In September and November, **Geneva Focal Points** took advantage of a temporary stabilisation of the epidemiological situation in Geneva to **meet in a hybrid format** at the Geneva Centre for Security Policy (GCSP) – the IGC Secretariat's host organisation.

In 2021, the International Organization for Standardization (ISO) conducted a gender audit to identify areas of improvement in its communications and positioning on this priority topic. This was echoed by ISO's Membership at this year's General Assembly. The ISO conducted a [survey](#) among ISO's technical community which confirmed that women are under-represented, and that gendered implications are not always taken into consideration in standards development work.

In March, ISO delivered the “[IWA 34: Women’s entrepreneurship – Key definitions and general criteria](#)” – the world’s first set of common definitions related to women’s entrepreneurship. International standards are powerful tools for reducing inequalities and promoting fair and inclusive economic growth, and include guidance documents, such as IWA 34 and many others that contribute to Goal 5 (gender equality) of the SDGs.

New York



The fast-paced hub of New York started the year with **United Nations Secretary-General António Guterres** setting new commitments for the year to maintain and continue to push for **gender parity throughout the UN System**. New York Hub celebrated its 56 Champions’ achievements during the launch of the 2020 IGC Annual Report. Mr Volkan Bozkır, **President of the UN General Assembly** at its 75th Session, celebrated the IGC’s mission at the **Commission on the Status of Women (CSW65)** by highlighting its contribution to women’s effective participation and decision-making in public life. Likewise, female New York-based Permanent Representatives welcomed the appointment of Mr Abdulla Shahid, as President of the UN General Assembly at its 76th Session, and his acceptance to become an International Gender Champion. The latter pledged to address gender parity and address the **prevention of sexual harassment of staff** in his cabinet.



Vienna

The core objectives of the **2021 Strategic Plan of the IGC Vienna Hub** adopted in a meeting of the Vienna Steering Group in January foresaw the organisation of more transformative, actionable Champions’ meetings; raising the number of Vienna-based Champions to 50; and diversifying its membership by incorporating more Champions from the Global South.

The IGC Vienna Hub successfully completed its 2021 Strategic Plan and looks forward to the continued planning of impactful programmes and the celebration of its fifth anniversary next year.

In June, the first meeting of the 39 Champions in the IGC Vienna Hub, chaired by Ambassador Alejandro Solano Ortiz of Costa Rica to the International Organisations in Vienna, initiated a **new meeting format in the form of an open dialogue between Champions**. The new format enabled **in-depth, candid discussions** in smaller break-out sessions designed to foster collaboration between Champions on initiatives and game-changing actions. Break-out rooms were divided into thematic areas, including: **“Building an enabling organisational culture”**; **“Prevention of harassment and gender-based violence”**; **“Women and men in under-represented fields”**; and **“Resistance to gender equality initiatives: how to deal with backlash”**. Champions found the new meeting format to be efficient and called for more meetings to be held along these lines. Additionally, the summaries of the breakout sessions provided a basis for the **2022 IGC Commitments Guiding Notes**, created by Champions for Champions.

In December, the IGC Vienna Hub and their focal points held a second meeting in hybrid format, chaired by Ambassador Barbara Žvokelj of Slovenia to the International Organisations in Vienna, to celebrate the year’s achievements. The hub welcomed external speakers, such as Federal President Dr Alexander Van der Bellen of the Republic of Austria and Ms Marta Helena Lopez, Assistant Secretary-General for Human Resources, Department of Management,

Strategy, Policy, and Compliance at the United Nations. H.E. Dr Van der Bellen congratulated the IGC Vienna Hub on its **positive impact on more than 50,000 individuals**, both inside and outside of Vienna. In addition to the successful accomplishment of the 2021 commitments, a further achievement was the **successful attainment of the 50 Champion milestone**, welcoming 13 new Champions.

Finally, the third and most crucial achievement was the **introduction of the new IGC GBV Pledge** – the second core commitment of the IGC network. Ms Marta Helena Lopez presented the **tools employed by the UN to end GBV in the workplace**. This was followed by an open, Chair moderated discussion between the 35 attending Champions who unanimously concurred that despite the difficulties and the costs involved, entities must prioritise building a safe, just, and enabling environment free of violence and harassment.



Nairobi

In 2021, 21 Champions in the fledgling Nairobi Hub participated actively in the hub's activities and in the Secretariat's initiatives. The hub solidified its coordination structure at the UN Environment Programme (UNEP) and created an interim Steering Group which included UNEP, UN-Habitat and the United Nations Office at Nairobi (UNON). Next year, an official Steering Group will be established, comprising Ambassador Valentine Zellweger of Switzerland to Nairobi, Ambassador Fionnuala Quinlan of Ireland to Kenya, Sudan, Somalia and Eritrea in Nairobi, Ms Inger Andersen, Executive Director of UNEP, Ms Maimunah Mohd Sharif, Executive Director of UN-Habitat, and Ms Alice Ruhweza, Regional Director of the World Wildlife Fund for Nature International (WWF). One of the main priorities of the Steering Group in 2022 will be the **formation of an Impact Group in Nairobi**.

In March, ten Champions from the Nairobi Hub shared video messages to commemorate International Women's Day. The videos celebrated women's achievements and rallied for women's equality. They also marked a **call to action** to accelerate gender parity – a core directive to the Panel Parity Pledge.

In November, the Nairobi Hub hosted its **first ever focal points meeting**. Fourteen focal points attended the meeting and provided with information on the new IGC GBV Pledge and the IGC annual survey. Focal points also shared information on the gender-related activities carried out by their respective agencies, both in general terms but also as it relates to IGC activities or mission.

The **end-of-year Champions' meeting** was hosted by Ms Zainab Bangura, Director-General of UNON, on 10 December. This **hybrid event** saw the launch of the new IGC GBV Pledge, and provided a forum for Champions to discuss the areas they wished to have an impact on in 2022. The event was facilitated by Ms Jane Connors, UN Assistant Secretary-General and Victims' Rights Advocate.



The Hague

The Hague Hub experienced changes in 2021 following the departure of a number of colleagues, but welcomed many new Champions and Focal Points. Even though in-person meetings remained impossible, Champions in The Hague maintained on-going virtual exchanges with each other on several issues. Furthermore, the hub increasingly took advantage of the virtual nature of events by making recordings available to a broader audience through the IGC Website and social media.

On International Women's Day, Ambassador Riaz Hamidullah of Bangladesh to the Hague and Ambassador Heinz Walker-Nederkoorn of Switzerland to the Hague held a [virtual dialogue](#) to take a closer look at some of the challenges and opportunities on the path to attaining gender equality and women's empowerment in this decade of action to achieve the 2030 Agenda for Sustainable Development. Together with Ms Kathleen Ferrier, Chairperson at the Netherlands National Commission for UNESCO and Ms Pascale Grotenhuis, Ambassador for Women's Rights and Gender Equality, the Netherlands, took a closer look at some of the challenges and opportunities on the path to attaining gender equality and women's empowerment in this current decade of action.

In May, the Embassy of Canada and Women's Initiatives for Gender Justice (WIGJ) brought together Champions and Focal Points to share experiences and lessons learned on the [practicalities of turning broader gender priorities into concrete actions](#). Other participants in exchanges included: Ms Jacqueline O'Neill, Ambassador of Canada for Women, Peace and Security; Mr Abubacarr Tambadou, Registrar of the UN International Residual Mechanism for Criminal Tribunals (IRMCT); Ms Odette Melono, Deputy Director-General of the Organisation for the Prohibition of Chemical Weapons (OPCW); and Ms Antônia Pereira de Sousa, Focal Point for Gender Equality at the International Criminal Court.

During the **26th Conference of States Parties to the Chemical Weapons Convention (CSP-26)** in 2021, UNIDIR launched its updated [Fact-sheet on Gender and Chemical Weapons](#), providing ideas to promote gender equality and to mainstream gender perspectives in the implementation of the Chemical Weapons Convention. In addition, the Embassy of Canada co-hosted along with the Permanent Mission of the Federal Republic of Germany to the OPCW and the Global Public Policy Institute, and with



support from the French Chairpersonship of the International Partnership against Impunity for the Use of Chemical Weapons, an event highlighting [how chemical weapons impact women and break communities](#).

In December, the Hub co-sponsored an event organised by WIGJ bringing together leading feminist international criminal and humanitarian law practitioners and academics to discuss [misconceptions concerning gender in the prosecution of sexual violence and other gender-based crimes in international criminal law](#). Co-editors Indira Rosenthal, Susana SáCouto and Valerie Oosterveld shared views on the subject from their forthcoming book "Gender and International Criminal Law".





"Louise Mushikiwabo (OIF) hosting a panel discussion on deconstructing sexist stereotypes."

Paris

The IGC's youngest Hub, Paris, held a virtual inaugural Champion-level event on 16 February 2021. The event focused on the need to **move beyond mere intentions**, and instead adopt concrete policies, agreements and practical initiatives to achieve gender equality. Ambassador Delphine O, Secretary-General of the Generation Equality Forum, joined the IGC's Paris Hub as a new Champion and delivered remarks to the Paris Champions.

The Paris Hub is well-placed to **embrace and leverage cultural diversity** and address the ongoing issue of **deconstructing and eliminating sexist prejudice and stereotypes**. To this end, Paris Champions concurred that the focus of commitments and activities in 2021 would be on:

1. Education of girls at all levels to empower them, reduce child marriage, prevent early drop-out from schools, and address the issue of sexist language;
2. Addressing gender biases that lead to discrimination and violence in the media, sports, sciences, and all fields of work within Champions' organisations;
3. Economic empowerment, leadership and independence of women and girls, including in decision-making roles across sectors;
4. Elimination of violence and discrimination against women, especially women and girls facing intertwined forms of discrimination, and addressing sexist attitudes and behaviours.

In 2021, initiatives launched by the IGC Paris Hub created a real momentum for gender equality, and impacted the manner member organisations have approached the issue.

The network is strategically positioned to **advance policy and guide multilateral discussions**. In November, IGC Paris Hub held its **inaugural Focal Points Meeting** and in December, Ms Louise Mushikiwabo, Champion, Global Board Member and Secretary-General of the Organisation Internationale de la Francophonie (OIF), hosted an event on **deconstructing sexist stereotypes**. The event called on leaders in Paris to join the IGC and mobilise to break down stereotypes within their day-to-day work and leadership styles.

IGC Paris Hub leaders contributed to the **Generation Equality Forum** (30 June-2 July, Paris) by strengthening **multistakeholder collaboration** in favour of gender equality across sectors and regions. In addition, and within their spheres of competence, Paris Champions have committed to improving **recruitment processes and career development support** for women within their respective organisations. Several Champions have set out to create a new **organisational culture**, and succeeded in **mainstreaming gender-related issues** into their **programmatic activities** over the course of 2021.

CHAPTER IV

LOOKING FORWARD

2022: PRIORITISE AND INTEGRATE.
MOBILISE AND TRANSFORM.

During a pandemic which has generated fear, we can say proudly, and loudly, that championing gender equality is a silver bullet to many of the challenges we face. Championing gender equality brings not just hope, but a tangible vision and plan for fast-tracked and sustainable change. Yet it will require each of us to make a constant effort to transform our commitments into habits of action; and to ensure that gender is not just on the agenda, but that it is mainstreamed in all programme designs.

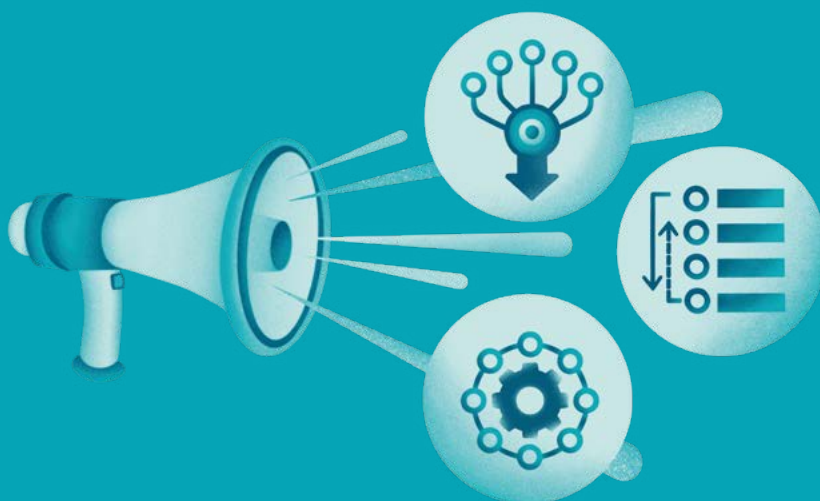
We are confident that together, we can continue to grow and deepen our networks to achieve a true paradigm shift and move beyond rhetoric to change norms, culture and structures. As Champions, an important role we play is to inspire others to take meaningful action. **We invite you to use your voice and influence to encourage more Champions from diverse sectors and regions to join us.** We invite you lead at the organisational level, and also within the context of the IGC initiative, to identify strategic opportunities, partners and sources of finance for your hub and the network more broadly, so that gender equality receives the funding it needs to progress.

The Generation Equality Forum has provided us with blueprints for action in many thematic areas. The IGC **Gender-Based Violence Pledge provides** a further 'tool' in your toolbox to champion equality and true respect for human dignity, to make harmful attitudes and behaviour truly unacceptable, just like single-sex panels. Together, we should work to synergise and amplify initiatives, consolidate resources and ensure that direct action to end this scourge extends beyond our network to all our spheres of influence, in person and online.

Work is already underway to strengthen our six hubs, with new Steering Groups forming in Geneva, New York and Nairobi and new Impact Groups under discussion. One of the priorities of the Trade Impact Group's 2022-2025 work-plan is to engage civil society organisations and the private sector to deliver concrete out-

comes for women from all sectors and backgrounds. In the coming year we will see more activities related to the new IGC GBV Pledge and contribute to the imperative conversation on **feminist climate justice** as we face the triple threat of pollution, biodiversity loss and climate change. The climate-gender nexus is one we hope to see gain traction in all fora, and is already set as the key theme of the Commission on the Status of Women (CSW66) in 2022.

We believe that transformative changes for diverse groups of women and men around the world are achievable through our strengthened commitments, action and collaboration between our organisations, both within and across hubs, facilitated by increasing technological advances. As Margaret Mead, the American anthropologist stated: "Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."



LIST OF CHAMPIONS

DEN HAAG

Abubacarr M. Tambadou
Registrar, IRMCT

Adia Sakiqi
Ambassador and Permanent Representative,
Albania

Alexander von Rosenbach
Interim Director, ICCT

Astrid Harz
Ambassador and Permanent Representative,
Austria

Bård Ivar Svendsen
Ambassador and Permanent Representative,
Norway

Carmel Agius
President, IRMCT

Catherine de Bolle
Executive Director, Europol

Christophe Bernasconi
Secretary-General, HCCH

Dorothee Le Fraper du Hellen
Head of Defence Office, STL

Edwin Huizing
Executive Director, Hivos

Elizabeth Ward Neiman
Ambassador, Panama

Evelyn A. Ankumah
Executive Director, AFLA

Fernando Arias
Director-General, OPCW

Fidelma Donlon
Registrar, Kosovo Specialist Chambers

Frances Lanitou
Ambassador, Cyprus

Heinz Walker-Nederkoorn
Ambassador and Permanent Representative,
Switzerland

Hidehisa Horinouchi
Ambassador, Japan

Irakli Beridze
Head, UNICRI Centre for Artificial
Intelligence and Robotics

Ivana Hrdlickova
President, STL

Jack Smith
Specialist Prosecutor, Kosovo Specialist
Prosecutor's Office

Janne Nijman
Academic Director, T.M.C. Asser Instituut

Jennifer Naouri
President, ICCBA

Joanna Roper
Ambassador and Permanent Representative,
the United Kingdom

Karim A.A. Khan QC
Prosecutor, ICC

Kathryne Bomberger
Director-General, International Commission
for Missing Persons

Lisa Helfand
Ambassador, Canada

Luis Vassy
Ambassador and Permanent Representative,
France

Lyndal Walker
Ambassador and Permanent Representative,
New Zealand

Marie O'Leary
President, ADC-ICT

Matthew Neuhaus
Ambassador and Permanent Representative,
Australia

Melinda Reed
Executive Director, Women's Initiatives for
Gender Justice

Norman Farrell
Prosecutor, STL

Päivi Kaukoranta
Ambassador and Permanent Representative,
Finland

Peter Lewis
Registrar, ICC

Piotr Hofmanski
President, ICC

Riaz Hamidullah
Ambassador, Bangladesh

Sabra Bano
Director, Gender Concerns International

Serge Brammertz
Prosecutor, IRMCT

Wayne Jordash
Managing Partner, Global Rights Compliance

GENEVA

Adrian Vierita
Permanent Representative, Romania

Adriana Quiñones
Director, UN Women Liaison Office in Geneva

Alain Delétroz
General Director, Geneva Call

Alejandro Bonilla Garcia
President, Greycells, Association of Former
International Civil Servants for Development

Alex Conte
Executive Director, Child Rights Connect

Amadeu Paulo Samuel Da Conceição
Permanent Representative, Mozambique

Andrius Krivas
Permanent Representative, Lithuania

Aniela Unguresan
Co. Founder, EDGE Certified Foundation

Anita Pipan
Permanent Representative, Slovenia

Anna Jardfelt
Permanent Representative, Sweden

Anne-Sophie Lois
UN Representative Geneva & New York,
Plan International

António Vitorino
Director-General, IOM

Athaliah Molokomme
Permanent Representative, Botswana

Aurora Díaz-Rato Revuelta
Permanent Representative, Spain

Benjamin Moeling
Chargé d'Affaires, United States

Caitlin Kraft-Buchman
CEO/Founder, Women@TheTable

Casey Harden
General Secretary, YWCA

Catarina Carvalho
UN Representative, Geneva and New
York, International Planned Parenthood
Federation

Catherine Marchi-Uhel
Head, Assistant Secretary-General, IIM

Chad Blackman, LLB, LLM, ACI Arb
Permanent Representative, Barbados

Christophe De Kepper
Director General, International Olympic
Committee

Corinne Momal-Vanian
Executive Director, Kofi Annan Foundation

Crispin Conroy
Permanent Observer, International Chamber
of Commerce

Daren Tang
Director General, WIPO

David Fernandez Puyana
Permanent Delegate, UPEACE to UNESCO &
UN in Geneva

Didier Chambovey
Permanent Representative, Switzerland to
WTO, EFTA, UN/ECE, UNCTAD, ITC

Dorothee Baumann-Pauly
Director, GCBHR & Professor, NYU Stern
Center for Business and Human Rights

Dr. Carlos María Correa
Executive Director, South Centre

Dr. Robin Geiss
Director, UNIDIR

Dr. Tedros Adhanom Ghebreyesus
Director-General, WHO

Dr. Thomas Greminger
Director, GCSP

Elisabeth Tichy-Fisslberger
Permanent Representative, Austria

Esther Dingemans
Founding Director, Dr. Denis Mukwege
Foundation & Executive Director, Global
Survivors Fund

Fabiola Gianotti
Director-General, CERN

Filippo Grandi
High Commissioner, UNHCR

George Mina
Permanent Representative, Australia to
WTO, WIPO, UNCTAD

Georges Nakseu Nguefang
Permanent Representative, OIF

Gretta Fenner

Managing Director, Basel Institute on Governance

Guy Ryder

Director-General, ILO

Harald Aspelund

Permanent Representative, Iceland

Henri Gétaz

Secretary-General, EFTA

Houlin Zhao

Secretary-General, ITU

Indra Mani Pandey

Permanent Representative, India

Ingmar De Vos

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