



2021 COMMITMENTS GUIDE

BRING ABOUT GENDER EQUALITY IN YOUR ORGANISATION FROM A-Z

How are you closing the gender gap and the generation gap, to meet the SDG's and develop a more resilient society? As you develop your personal commitments, this is a perfect opportunity to assess the evolving needs of your people and programmes and get ahead of the growing curve of gender inequality.

In 2021 the IGC will be collaborating with members of a new initiative by the UN Foundation called NEST to accelerate action towards [Generation Equality](#).

We encourage you to think about how different **Action Coalition themes** and **levers** (highlighted below) can be incorporated into your personal commitments. We will share more information on the blueprints and as they are developed.

We invite you to read this new 2021 guide, alongside our guide to applying an **intersectional lens** to commitments. All commitments should be **SMART**: Specific, Measurable, Achievable, Realistic and Results-based, Time-bound, and **customised** to your organisation.

- ✓ **Advocate** for the protection and realisation of the rights of women and girls, including **economic justice and rights**, in speeches, negotiations and multi-lateral fora;
- ✓ **Break down** gendered recruitment and advancement barriers in selection processes and advancement opportunities using the IGC's '[How to](#)' Checklist for International Gender Champions;
- ✓ **Communicate** the importance of gender equality, raise awareness of **structural inequalities**, bias and barriers, and amplify the voices of those impacted by discrimination in person and in the media;
- ✓ **Collaborate** with other IGC and NEST partners to research and identify blind spots and areas for strategic collective action on a specific theme;
- ✓ **Conduct a gender audit**, survey and consult internally; to discover the gaps in numbers and perceptions, **set targets** and **evaluate progress** ([ILO gender audit](#));
- ✓ **Create inclusive and enabling working environments** that are psychologically safe and advance family friendly policies such as flexible working parental leave, so everyone can contribute their full potential (see our 2020 [Gender Champions Challenge](#));
- ✓ **Dedicate** financial and human resources to develop gender expertise, policies and analysis;

- ✓ **Draft** a new resolution, **law or policy** that advances the rights of women and girls and sets higher national and international standards such as [Buenos Aires Declaration on Women and Trade](#) ;
- ✓ **Educate** members of your organisation to apply a gender lens to their work, using resources such as the [IGC's Gender and Disarmament Resource Pack](#) and [Gender-Based Analysis Plus training by the Government of Canada](#);
- ✓ **Equalise representation** in your leadership team and meetings and develop policies such as the [United Nations System-Wide Strategy on Gender Parity](#);
- ✓ **Equalise pay** for work of equal value using tools developed by the [Equal Pay International Coalition](#);
- ✓ **Finance** gender equality by funding **feminist movements and leadership** and forecast the cost of failing to invest a more equitable future;
- ✓ **Gather *gender disaggregated data*** and analyse differential needs and responses ([World Bank Portal and Guides](#));
- ✓ **Host** inclusive events, roundtables, panels and meetings to galvanise leadership and political support;
- ✓ **Institutionalise** gender equality within Assemblies using IGC's [Gender Responsive Assemblies Toolkit](#);
- ✓ **Incentivise** everyone to prioritise gender equality through key performance indicators, and **be accountable** for behaviour, practices and policies;
- ✓ **Invest in *technology and innovation*** to advance your gender-responsive policies and implement them;
- ✓ **Integrate** gendered analysis as a cross-cutting issue into climate action to ensure **climate justice**, and develop policies that address the root causes of gender inequalities and advance land rights, water security, food security, and sanitation;
- ✓ **Listen** to women and girls who are excluded from positions of power and decision-making and support their **leadership and meaningful participation** in all spheres of policy making, including **peace, security and humanitarian action**;
- ✓ **Mentor** and sponsor women and young women and develop programmes that encourage diversity and foster inclusion;
- ✓ **Mobilise** other leaders to become Gender Champions and expand the network;
- ✓ **Nominate** senior members of your organisation, **including men**, to be focal points, and nominate women for senior multi-lateral positions;

- ✓ **Partner with a peer** to exchange ideas and best practices;
- ✓ **Research** best practices and develop climate mitigation and adaptation strategies that maximise human empowerment and women's role in conservation and the sustainable use of biological diversity;
- ✓ **Stop stereotypes** and harmful gendered norms by following gender inclusive guidelines in your language and communications;
- ✓ **Tackle gender-based violence**, harassment and casual sexism through strengthened laws, policies and accountability mechanisms as well as support services and awareness campaigns to destigmatise survivors (see IGC's Justice Impact Group) as well as support services and awareness campaigns to destigmatise survivors such as national White Ribbon Campaigns;
- ✓ **Track** participation and speaking time to balance power in meetings and address micro-inequalities;
- ✓ **Visualise** a more equal future in your work, shape narratives and ensure more gender-balanced visual images and media representations showing how gender equality is a **win-win** for **men and women, boys and girls**, peace, security and sustainable development;
- ✓ **Youth:** work with and for youth by building relationships, sharing power and space and creating opportunities for their voices and leadership. Examples include:
 - Invite at least one young person to participate in all panel discussions;
 - Hold at least three dedicated meetings with youth in my organisation or with stakeholders;
 - Offer paid internships, mentoring and reverse mentoring programmes;
 - Create a youth advisory council that is gender-balanced and geographically diverse in representation.

