



2022 COMMITMENTS GUIDE

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BRING ABOUT GENDER EQUALITY IN YOUR ORGANISATION FROM A-Z

As you develop your personal commitments for 2022, this is an opportunity to assess evolving needs and set tangible goals to get ahead of the growing gap of gender inequality. This guide has been updated following recommendations from Champions' discussions from the **2021 Time to Talk Conversation Series**, the **2021 IGC Annual Survey** and further feedback from Champions across the Network.

You can also gain **further inspiration from [10 ways to use the IGC GBV Pledge – Commitments Guide](#)**, a document to put the new IGC Gender-based Violence

Pledge into action. We also refer you to Generation Equality's [Global Acceleration Plan for Gender Equality](#), including a catalogue of commitments set to unite diverse efforts and deliver game-changing results.

All commitments should be S.M.A.R.T.: Specific, Measurable, Achievable, Realistic and Results-based, Time-bound, and customised to your organisation and spheres of influence. The [IGC 2021 Commitment Guide](#) encouraged Champions to apply an intersectional lens, an ongoing endeavour for this year. Please find a list of actions for inspiration:

- ✓ **Advocate** for the protection and realisation of the equal rights of women and girls in speeches, negotiations, multilateral fora, and all forms of media in a consistent and targeted manner throughout 2022.
- ✓ **Audit**, survey, and consult internally to determine the extent to which gender equality is effectively institutionalised in policies, programmes, organisational structures and proceedings (including decision-making processes) and in the corresponding budgets - see [ILO gender audit](#).
- ✓ **Best practices** of gender equality. Accumulate and share knowledge about what works to promote gender equality and non-discrimination against women. Use, for example, IGC's [‘How to’ Checklist for International Gender Champions](#).
- ✓ **Communicate** the importance of gender equality, raise awareness of structural inequalities, bias, and barriers in a targeted manner. Share your platform, pass the microphone in person or online to amplify the voices of those impacted by discrimination.
- ✓ **Diversity and Inclusion** ought to be applied in all our actions. Initiate a strategic training program for all members of your organisation to be aware of unconscious bias. Go beyond binary equality of men and women to consider differences in each individual's values, attitudes, cultural perspectives, beliefs, ethnic background, sexual orientation, gender identity, skills, knowledge, and life experiences.
- ✓ **Ensure Equal pay for work of equal value**. Use 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 in a more equitable future. Allow for re-funding, offer different funding tranches, with a range from small to large, to reach a continuum of women's rights organisations and feminist movements.
- ✓ **Fund education and training** for women and girls in **climate-related or environmentally dependent** occupations, including scholarships and internships in food security, water systems management, climate negotiations, renewable energy, and public awareness campaigns on climate change.
- ✓ **Gather, analyse, and report** data disaggregated by gender in all policy spaces to develop gender-responsive policies – rarely is a policy gender neutral! See [World Bank Portal and Guides](#).

- ✓ **Get to gender parity** with inspiration from the [United Nations-wide Strategy on Gender Parity](#): it can become a reality in your organisation. Consider applying temporary special measures to help accelerate the achievement of gender parity. This can include targeted recruitment and promotion, training programmes for women, and numerical targets.
- ✓ **Further Human Rights** of women and girls' legal mechanisms and safeguards through international and national bodies including through the Human Rights Council, Universal Periodic Review and Treaty Bodies including CEDAW, and thereby ensure institutional safeguards for the civil society space, including the safety of women Human Rights Defenders.
- ✓ **Institutionalise** gender equality within Assemblies using IGC's [Gender Responsive Assemblies Toolkit](#).
- ✓ **Intersectionality**, the premise that people have multiple, intersecting identities. Apply an intersectional analysis to reveal layered identities, exposing the different types of discrimination and disadvantage due to the combination of identities and the intersection of sex and gender. See the [IGC workshop on Intersectionality](#) and [Guide on Intersectionality and your IGC Commitments](#).
- ✓ **Increase access to financing and technology** for women, especially in the Global South, such as dedicated funds for women, debt cancellation, extension services, and internet services and platforms to close the gendered finance gap and the digital divide.
- ✓ **Lead** with Feminist Principles, especially in multilateral fora. This can be leading from a place of self-awareness, care for others, and clear, timely and transparent decision-making with appropriate consultation. Define what this means with your leadership team and consider accepted values and behaviours within an organisation, such as working hours, jokes and how colleagues are addressed.
- ✓ **Listen** to women and girls who are excluded from positions of power and decision-making and support their leadership and meaningful participation in all policymaking spheres, including peace, security, and humanitarian action. Practice active and curious listening, free from judgment, stigma, and discrimination.
- ✓ **Mentor and sponsor** women and young women. Share prolonged opportunities where many doors can open for the same person and lead to career development and growth, particularly for young professional women from under-represented areas.
- ✓ **Nominate** other leaders to become Gender Champions and expand the network to promote gender equality.
- ✓ **Prioritise gender parity in all climate-related decision-making**, especially underrepresented groups such as rural, indigenous, ethnic minority, and displaced women and youth. Incorporate these voices in your delegation.
- ✓ **Youth engagement**: Apply intergenerational leadership by engaging with youth leaders, building relationships, sharing power and space, and creating opportunities for their voices and leadership. Examples include:
 - Provide funding and support universal digital literacy for young people with limited access to technology – including young people from marginalised communities and with disabilities.
 - Open participation of young people in decision-making while identifying needs and opportunities, design and planning, implementation, and monitoring and evaluation – not only ask, “What do you think?” but share both authority and accountability.