

IGC Panel Parity Pledge

Quick Guide & Suggested Language

This document is based on the work of the IGC brown bag held on 16 May 2017

Definitions

International Gender Champions: The International Gender Champions (IGC) is a network of female and male leaders who have committed to breaking down gender barriers to make systems change (www.genderchampions.com).

Panel Parity Pledge: The baseline commitment of the IGC is the Panel Parity Pledge which calls on the individual Gender Champion to challenge the absence of female speakers, (or male speakers on topics addressing gender equality) by discussing panel composition with event organisers, recommending female (or when appropriate, male) speakers on the topic, and creating a positive mindset for the inclusion of women in all discussions effecting our society.

Panel: Champions are often invited to speak at events, round-table discussions, public conferences or other forums. This may be in the capacity of a keynote speaker, a panelist or as a moderator. In all cases, for the purposes of the Panel Parity Pledge, a “panel” is defined broadly as:

*“Any speaking engagement where the Champion is invited as **representative of her/his organisation**, as a subject matter expert, or in her/his **personal capacity**, whether to deliver welcome remarks; be the keynote speaker; share experiences, practices or knowledge as a panelist; or to facilitate a discussion as the chairperson or moderator.”*

When Champions are invited to speak

Include **standard language in correspondence replying** to all speaking engagements, for instance:

*[Champion X] is a member of the International Gender Champions (IGC), and has taken the **IGC Panel Parity Pledge**. By taking the pledge, [he/she] has **committed to striving towards gender-balance** at every event to which he/she is invited to speak. We are also **recording statistics** for each event that [name of Champion] participates in, to be published in the annual IGC report.*

In addition :

- Request the organisers to confirm who the **other panelists/ speakers/participants** are (if not obvious from the invite), and enquire how gender-balance will be achieved.
- Explain that as a **condition of acceptance**, the expectation is that there will be both men and women speakers to ensure inclusive perspectives and insights.
- Offer **suggestions for interesting speakers** that might round out the panel.

When Champions receive an invitation with a speaker list that is single-sex

Proposed text to adapt in correspondence with the organisers:

*We have noticed that the composition of speakers at [name the event or panel] is **all-male/ all-female**. [Name of Champion] is a member of the International Gender Champions (IGC), and has taken the **IGC Panel Parity Pledge**.*

*By taking the pledge, [he/she] has **committed to striving towards gender-balance** at every event on which [he/she] is invited to speak. We are also **recording statistics** for each panel that [Name of Champion] participates in to be published in the annual IGC report.*

*Only in this way, working together, will we be able to **increase the participation and influence of women** in order to ensure inclusive perspectives, insights and innovation, and ultimately women's empowerment and the **effective implementation of SDG 5 on gender equality**.*

If your Champion and Focal Point have **ideas of women/men to speak**:

*We are mindful that it can be a challenge to ensure a gender-balanced panel, and to this end [Name of Champion] would be **pleased to propose**, [Name and affiliation of proposed candidate] [to take his/her place] [be invited to speak]. This would be a great opportunity for [Name proposed candidate] and would **ensure inclusive perspectives and insights on the topic**. We can put you in touch with [Name] if you do not have another [female/male] panelist in mind.*

When Champions unexpectedly find themselves about to participate on a single-sex panel

Suggested language:

*As a Gender Champion, I have signed the **IGC Panel Parity Pledge** that challenges all of us to **take a stand against all-male/all-female panels**. The International Gender Champions (IGC) is a network of female and male leaders who have committed to breaking down gender barriers to make systems change.*

*We need to **increase the participation and influence of women** (or men on women's issues) to achieve inclusive perspectives, insights and innovation.*

*There are many brilliant women, **I find it hard to believe that one could not be found** to join us on this panel.*

***It will take all of us working together**, women and men, to bring the inclusive perspectives, insights and innovation that we and the world so badly need.*

Additional strategies:

- **Only take questions from women** in the audience as only men have had a chance to speak on the panel
- **Recruit an expert you know from the audience**
- Add an **empty chair**
- **Leave** the room

If you have **any suggestions, languages or best-practices** you would like to share with the network, please contact:

admin@genderchampions.com