



COMMITMENTS GUIDE

EXAMPLES

TO HELP YOU GET INSPIRED

"Ensure that each IUCN ESARO country office appoints a Gender Focal Point (women or men) as an active agent of change to help close the gender gap."

Luther Bois Anukur

Regional Director, Eastern and Southern Africa,
International Union for Conservation of Nature (IUCN)



"By 2025, all new DCAF projects will be marked at least 0 on the OECD-DAC gender marker, meaning that they have incorporated a gender analysis of the context, which includes ensuring a "do-no-harm" approach and that women and men, girls and boys, benefit equitably from the project."

Nathalie Chuard

Director, Geneva Centre for Security Sector Governance
(DCAF)



"I commit to plan and execute two events, with panels reflecting gender parity and intersectionality on the ways in which gender equality and intersectionality can be interwoven into educational systems to ensure fair access to quality education for children everywhere, specifically in the context of Science, Technology, Engineering and Mathematics (STEM) and the Arts."

Ambassador Dennis Francis

President of the 78th session of the UN General Assembly
Permanent Representative of Trinidad and Tobago to the
UN in New York



GETTING STARTED

ARTICULATING YOUR COMMITMENTS



01

ADOPT A GROWTH MINDSET

Learning does not end with reaching a certain age or position. When it comes to gender equality and inclusion, we all navigate constantly shifting landscapes. Engage in conversations with your staff, fellow champions, and the IGC team to learn how you can maximise your impact.

ASK YOURSELF DIFFICULT QUESTIONS

Challenge yourself and your team to explore personal and organisational dead angles related to gender and inclusion. How has your social identity shaped the way you lead and make sense of the world around you? How gender-responsive and inclusive are your organisation's strategy, policy, and programming?



02



03

COMMIT TO TAKING ACTION

Identify linkages between what you have learned, your personal and organisational mandate, and global priorities for gender equality to set your personal commitments. Make them **S.M.A.R.T** (Specific, Measurable, Action-Oriented, Realistic, Time-bound) and customised to your organisation and spheres of influence.

FROM A TO Z

LEVERAGING YOUR IMPACT FOR GENDER EQUALITY

As you develop your personal commitments for the year, this is an opportunity to zoom out, assess evolving needs, and reflect on the complex, interconnected nature of social inequity. Integrate these reflections into setting tangible goals and applying an intersectional approach to addressing global challenges for gender equality.

You can gain further inspiration from [10 ways to use the IGC GBV Pledge – Commitments Guide](#), a document to put the 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.

Below, you can find a list of possible commitments. Please note that these only serve for inspiration, and will need to be complemented with specific targets and tangible actions, customised to your organisation and spheres of influence. **All commitments should be S.M.A.R.T.: Specific, Measurable, Action-oriented, Realistic, Time-bound.**

- **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.
- **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 and pass the microphone to amplify the voices of those impacted by discrimination.
- **Diversity and Inclusion** ought to be applied in all our actions. Initiate a strategic training programme 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. Allow for re-funding, offer different funding tranches, with a range from small to large, and account for overhead costs 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 System-wide Strategy on Gender Parity](#). 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 through international and national bodies including the Human Rights Council, the Universal Periodic Review and Treaty Bodies including CEDAW. 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 different types of discrimination. 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 policy-making spheres, including peace, security, and humanitarian action. Practice active and curious listening, free from judgment, stigma, and discrimination.
- **Mentor and sponsor** women and girls. 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 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.