

INTERNATIONAL  
**GENDER CHAMPIONS**  
ANNUAL REPORT

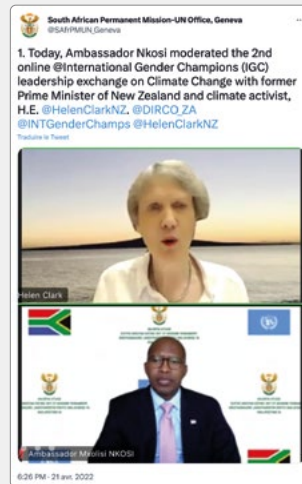
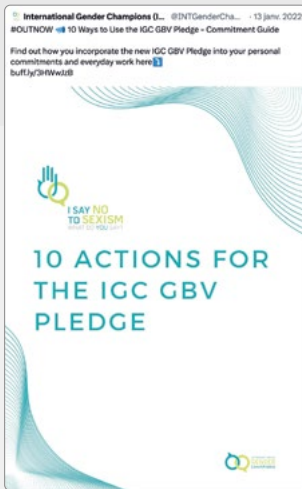
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INTERNATIONAL  
**GENDER**  
CHAMPIONS



# TIMELINE IN TWEETS



#INTGenderChampions

# FOREWORD

Never before have our work and leadership commitments towards gender equality been so important. 2022 has been a tumultuous year when it comes to gender equality. The COVID-19 pandemic continued to set us back, perhaps by a generation. The rise in violent conflict, authoritarianism and climate change are threat multipliers to everyone, but most notably women and girls. Inequalities and abuse have been further exacerbated by the rollback of the rights of women and girls by states around the world, including their sexual and reproductive rights. Yet the IGC's annual survey shows that gender is an increasingly prominent issue within organisations and is increasingly mainstreamed across all institutional functions and areas.

In 2022, the IGC continued to focus on the importance of women's equal participation in decision-making, not least because of the benefits this fosters for society as a whole. At the United Nations headquarters in New York, women still account for only one fifth (21.7 per cent) of the permanent representatives. The IGC started to shift norms with the Panel Parity Pledge and the Representation Impact Group have been developing the 'G-App' to make disaggregated data available, not just on gender representation, but also speaking times, themes and roles, to capture the different degrees of influence amongst speakers and how it may be biased by gender. We have also seen through personal commitments by Champions, from mentoring through to fellowship initiatives, the steps that can and need to be taken to increase the number of women, particularly in STEM, security and other traditionally male-dominated domains.

We also set out to achieve three other ambitious strategic objectives: firstly, to work towards zero-tolerance of gender-based violence in all our spheres of influence through our new core Gender-Based Violence Pledge; secondly, to strengthen the climate-gender nexus; and finally, to diversify Champion membership. Allow me to share with you some of the actions we have taken to achieve these objectives.



In Geneva and New York, the IGC re-energised the 'I Say No to Sexism' campaign with a number of events, communications and initiatives by individual Champions. We also saw the launch of our first climate-related Impact Group, focusing on Research and Oceans for Women in New York. Two other Impact Groups are in the process of being established. The first, to be established in Nairobi, will address the nexus between climate and gender-based violence. The second is being launched in Geneva focusing on humanitarian crises and migration, prioritising women's equal representation in decision-making processes and more gender responsive prevention and action.

We continually seek to diversify and expand the member states and organisations amongst our community to bring different perspectives and scope for collaboration and impact. The Global Board recently decided to relax eligibility criteria to allow Champions located outside the IGC's six hubs to join us and collaborate around multilateral issues, if there is a strong potential for impact.

I wish to thank each and every one of you for your personal commitment to the IGC objectives. We count on all of you to continue to advance an inclusive culture within your organisation, and to ensure that we have both individually and collectively more impact to drive gender-responsive policies and programmes.

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

# THE IGC GLOBAL BOARD

In 2022 there have been notable renewals, but also some new members have joined the Global Board. The tenure of Ms Caitlin Kraft-Buchman was renewed, whilst that of Ms Louise Mushikiwabo came to an end. The Board extends its thanks to them for their engagement and is delighted to welcome its newest members, Ambassador Lisa Helfand of Canada to the Hague and Ambassador Jean Kimani of Kenya to UN-Habitat in Nairobi. Furthermore, in light of Ambassador Chad Blackman's recent appointment as Special Advisor to the Director-General of the International Labour Organization (ILO), he has stepped down as Champion and Global Board member. We thank him most warmly for his longstanding commitment and support of the work of the IGC and its Board. We also look forward to upcoming appointments to fill the four seats on the Board that are currently vacant – namely for Champions based in Geneva, Paris and New York, and one seat designated specifically for a civil society leader.

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 Federal Department of Foreign Affairs. In 2022, the IGC secured another grant from the UN Foundation to amplify Generation Equality, which will support coordination and impact of the Nairobi Hub from January 2023 to December 2024. As a member-driven initiative, the IGC also relies significantly on in-kind and direct member contributions. For 2022-2023, the US Permanent Mission in Geneva provided a much-appreciated grant for communications and activities. The Global Board and Secretariat continue to seek additional project-specific funds to kickstart new initiatives, drive community engagement and amplify our Champions' voices.

During its February meeting, the Global Board approved a letter to all Steering Groups inviting them to develop an Impact Group to strengthen the Gender-Climate nexus. The Board was pleased to approve the Oceans Impact Group in June and hear updates of new groups forming



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



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



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



**Anne-Sophie Lois**  
Senior United Nations  
Representative  
New York & Geneva,  
Plan International



**Jean Kimani**  
Ambassador  
and Permanent  
Representative,  
Permanent Mission  
of Kenya to  
UN-Habitat



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



**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



**Lisa Helfand**  
Ambassador,  
Embassy of Canada  
to the Kingdom of  
the Netherlands

in Geneva and Nairobi. During its November meeting, it decided to relax the eligibility criteria to provide Champions located outside IGC's six hubs with the opportunity to join and contribute to the network's impact globally.

As of January 2023, the geographical criterion for eligibility to join the IGC will be relaxed to include heads of organisations and Ambassadors who make a request to join, even if they are not geographically located within 2 hours of a hub. The Chair will exercise discretion in admission and will consider whether the potential Champion demonstrates a strong commitment to gender equality and:

- is regularly engaged with one of IGC's six hubs; and/or
- contributes to an Impact Group; and/or
- is able to demonstrate how they will collaborate with IGC and further the IGC impact within their own organisation and sphere of influence.

The Global Board will review the numbers and impact in due course.

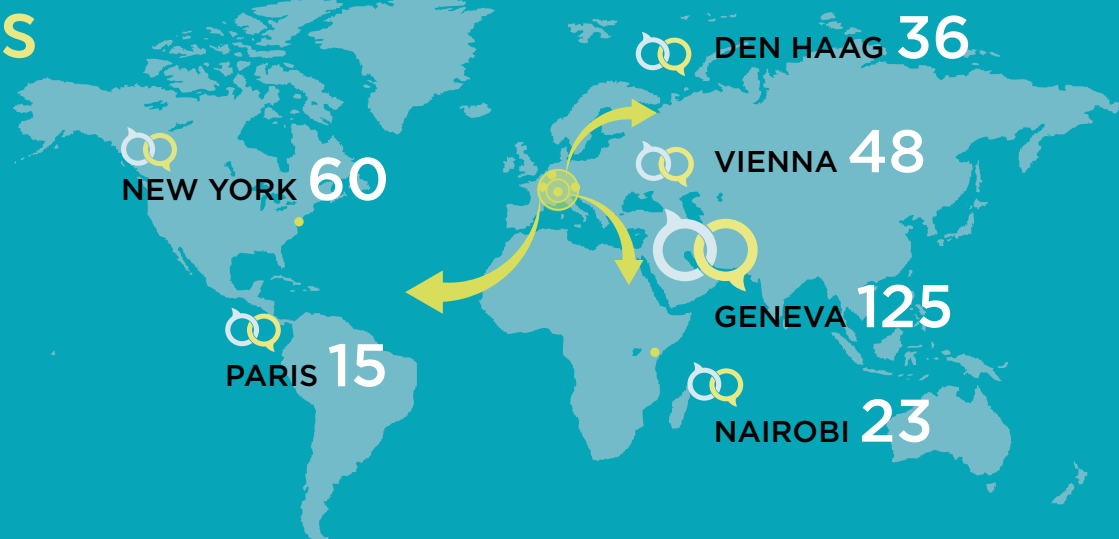
# OUR NETWORK

**312** united by our  
commitment to break  
down gender barriers  
**CHAMPIONS**

a unique network of leaders  
from over 60 countries



INTERNATIONAL  
CHAMPIONS **5**



## IGC's three strategic objectives are:

1. Strengthen the Climate-Gender Nexus through the creation of new Impact Groups in each hub;
2. Implement the Gender-Based Violence Pledge through a campaign 'I Say No to Sexism' and concrete commitments and actions;
3. Diversify the network to include more Champions from across regions and sectors.

# CHAPTER I

# COMMITMENTS

## CORE PLEDGES TO MOVE THE NEEDLE ON GENDER EQUALITY

### Panel Parity Pledge

2022 saw the gradual lifting of COVID-19 restrictions and consequently the return of in-person meetings and events, including panel discussions. The **Panel Parity Pledge (PPP)**, which was introduced from the outset by the IGC over seven years ago, is one of two core commitments that Champions make when they join the network. By adhering to this pledge, Champions agree not to participate as speakers or moderators in single-sex panels, and to advocate for gender balance where it has not been met. Actions by IGC Champions to uphold their pledge can include:

- discussing panel composition with event organisers ahead of the session to create a positive mindset for the inclusion of people of all genders in discussions affecting our societies;
- in the event of proposed single-sex panels, recommending alternative speakers on the topic, including team members and colleagues or networks of experts;
- in the event of a last-minute cancellation, selecting someone from the audience to actively participate, making a public statement emphasising the importance of gender equality, or declining participation.

### **77 per cent of Champions reported successfully adhering to the Panel Parity Pledge in 2022.**

This is a decrease compared to last year's results (89 per cent). Almost half of the single-sex panels reported were all-female – rather than all-male – panels. This seems to have particularly applied to panels addressing issues related to gender equality, including events held on International Women's Day. Continued vigilance in adhering to the Panel Parity Pledge is thus needed. Including panellists of all genders in discussions affecting our societies is key to tackling systemic inequities. Where topics relating to gender equality are discussed, gender-diverse panels reaffirm that gender equality is a responsibility of all of us and prevent pigeon-holing women speakers into 'women-only' topics.

### GBV Pledge

2022 marked the first year of rolling out the Gender-Based Violence Pledge across the entire IGC network. By adopting this pledge, Champions commit to stand for zero-tolerance of any form of gender-based violence, sexist attitudes and behaviour. When asked how they had worked to implement the pledge internally and externally, **75 per cent reported having spoken up publicly and privately against gender-based violence and sexism.** 53 per cent reported having initiated activities to create and maintain safe and respectful workplaces. 47 per cent stated that they had strengthened support and accountability mechanisms in their workplace and field of work. 38 per cent applied an intersectional approach to their work to break down harmful gender stereotypes, which included engaging men and boys.

The [10 Actions for the IGC GBV Pledge](#) was devised to facilitate Champions' efforts to implement the pledge through their personal commitments.

## The IGC ten-point guide for putting the IGC GBV Pledge into action:

1. **Speak up and stand up** against GBV and sexism. Mention your commitment to the IGC GBV Pledge in your public statements on as diverse a range of topics as possible.
2. **Survey your organisation** to understand experiences and perceptions around sexism, discrimination and GBV.
3. **Identify and promote behaviours and practices** that support **safe and respectful workplaces** on- and offline. Role-model organisational values and foster collective ownership of those values.
4. Encourage **affinity groups**, also known as 'Employee Resource Groups', for people to voluntarily meet, based on shared identities with others who understand their experiences of work and life.
5. Create safe spaces to discuss GBV with **men and boys** and challenge traditional norms surrounding masculinity with the support of a professional. Host honest exchanges with staff members to encourage reflection and promote speaking up when witnessing questionable behaviours.
6. Protect employees with **comprehensive and up-to-date policies and procedures** for preventing and responding to violence and harassment in the workplace, including codes of conduct, reporting and grievance mechanisms.
7. Strengthen understanding of **online harassment** at work and ensure it is addressed. Provide training on how to respond to online harassment.
8. **Be a mentor** to managers to support effective leadership practices and create a psychologically safe environment in which colleagues can share their challenges in addressing GBV and sexism.

9. **Fund or support local specialist organisations** and services, such as domestic violence helplines, refuges and women's shelters and rape crisis centres.
10. **Collaborate and campaign.** Extend your actions and advocacy to eliminate GBV in all your spheres of influence and work. Bring the 'I Say No to Sexism' campaign to your office for all employees to never commit, condone, or remain silent about GBV and sexism.

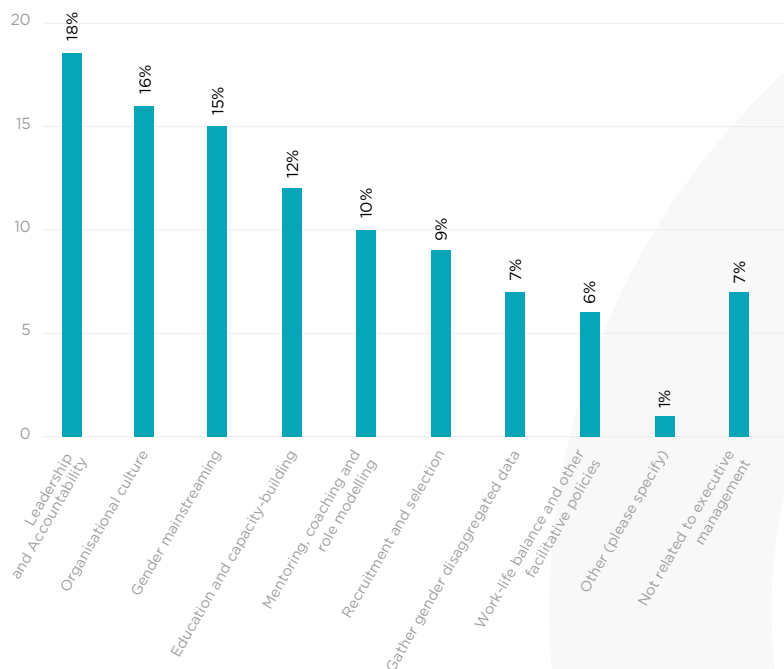
In addition, the Secretariat gathered information on free online courses on Gender-Based Violence and produced '[I Say No to Sexism' Campaign Guide for Champions and Focal Points](#) to provide a starting point for conversations within organisations about sexism, power dynamics and barriers to equality. Implementation of the Pledge continues to be one of the IGC's commitments towards Generation Equality, the Global Acceleration Plan to achieve gender equality. It is a precondition to genuinely inclusive workplaces and decision-making spaces, and to achieving gender equality across the board.

## S.M.A.R.T COMMITMENTS

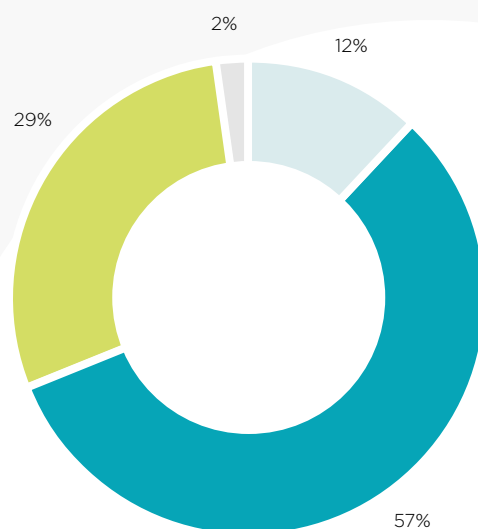
In 2022, Champions were once again encouraged to design Specific, Measurable, Achievable, Relevant, and Time-bound (S.M.A.R.T) commitments with the help of the [IGC 2022 Commitment Guide to ensure realistic, yet impactful commitments](#) and the [10 Actions for the GBV Pledge](#). Vienna-based Champions also developed the [2022 Commitments: Guiding Notes by International Gender Champions of Vienna](#). This document provides further advice and inspiration for Champions to develop strong commitments. It builds on Champions' experiences, drawing lessons learnt from both achievements and challenges.

## Commitments related to executive management

(each commitment can touch upon multiple areas)

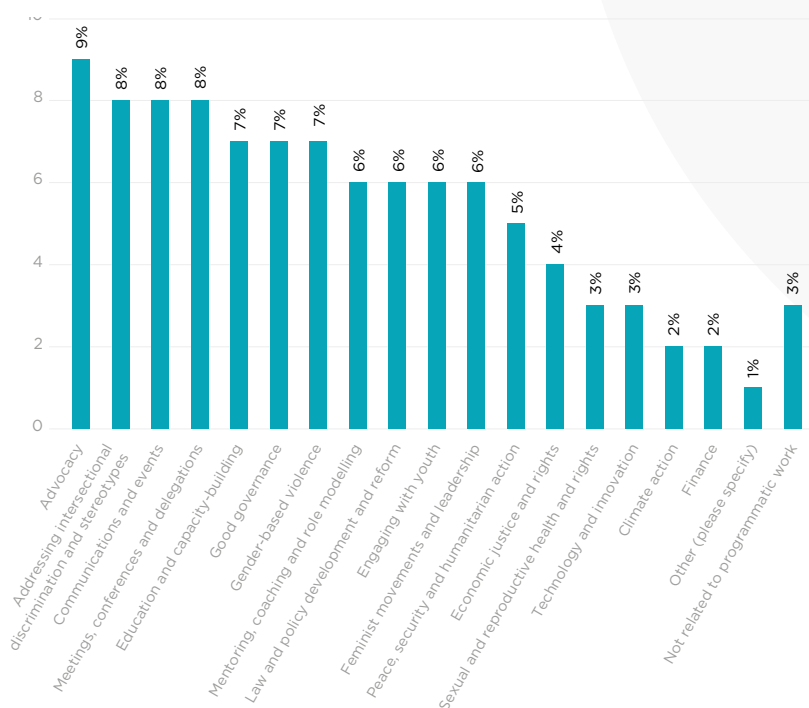


## 2022 Commitments Level of Achievement



## Commitments related to programmatic work

(each commitment can touch upon multiple areas)



- We have successfully accomplished this Commitment. We will replace it with a new Commitment
- We have successfully accomplished this Commitment, but we plan to continue our work to establish long-term success
- We have partially 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

# EVALUATING THE IMPACT OF 2022 COMMITMENTS

**This year, Champions made a total of 534 personal commitments to advance gender equality in their organisations and/or programmatic work. Every year they are asked to evaluate the progress made in achieving these, as well as the challenges they have faced whilst implementing them.**

In 2022, the three predominant focus areas of commitments relating to programmatic work were advocacy (9 per cent), addressing inter-sectional discrimination and stereotypes (8 per cent) and communication and events (8 per cent). Champions also tackled a wide range of areas from technology and innovation, peace, security and humanitarian action to sexual and reproductive rights. Commitments relating to executive management were predominantly centred around leadership and accountability (18 per cent), organisational culture (16 per cent), and gender mainstreaming (16 per cent) and also included other areas ranging from recruitment and selection, to education and training, as well as gathering gender-disaggregated data.

**Two-thirds (69 per cent) of commitments reported in the 2022 Annual Survey were successfully accomplished**, a success rate similar to previous years. Almost one-third (29 per cent) of commitments were partially accomplished. 89 per cent of Champions agreed or strongly agreed that the impact of their commitments was significant.

The main challenges identified by Champions in achieving their commitments were time constraints (34 per cent) and resources, including staff (23 per cent). These have been recurring challenges over the years, demonstrating the need to devise S.M.A.R.T commitments that are realistic and achievable in a shorter amount of time. The IGC has further addressed the issue of time, by allowing Champions to roll over their commitments to the following year.

One of the key takeaways from the survey is that gender is an increasingly prominent issue within organisations and is increasingly mainstreamed across all institutional functions and areas. The focus of commitments on leadership, accountability and organisational culture promises to strengthen institutional capacity towards addressing and promoting gender-related issues. The large number of commitments relating to communications, events and advocacy are likely to expand the scope and reach of the collective gender equality agenda, with **Champions using their voice to amplify key messages**. However, the effectiveness of these actions will hinge on resource allocation, requiring both human and financial resources designated to put commitments into action.

# COMMITMENTS IN ACTION



## Catherine de Bolle

Executive Director, Europol

“

After the terrible loss of one Europol staff member at the brutal hands of domestic violence, I have pledged to ensure that my staff would have a support network... The Europol Working Group on Domestic Violence (WGDV) was established in 2022, combining expertise in legal, medical, human resources, communication, police and security aspects. It is tackling the topic of domestic violence from various angles.

”



## Jagan Chapagain

Secretary General, International Federation of the Red Cross and Red Crescent Societies (IFRC)

“

In 2022, The IFRC's General Assembly adopted the new Protection Gender and Inclusion Policy that commits our membership of 192 National Societies to advance within 3 main areas of our collective work; Institutional capacities, Programs and Operations, and in Advocacy, Partnerships and Learning. The new policy reflects stronger provisions especially with regards to the linkages between intersectional inclusion, gender equality, organisational culture and prevention of violence, exploitation and abuse (including by humanitarian actors). Based on the Policy draft we developed an operational Framework for Protection, Gender and Inclusion (PGI), and an Organizational Assessment Toolkit for PGI to guide our membership's implementation of these commitments in the years to come.

”



## Rosemary DiCarlo

Under-Secretary-General for Political and Peacebuilding Affairs, United Nations

“

As part of DPPA's support to advance the Secretary-General's WPS goals for the decade (S/2019/800) as well as to move forward Security Council resolution 2493 (2019), we held context-specific high-level strategy meetings in Sudan (17 February), and Syria (4 May) to help ensure women are fully involved as equal partners in peace from the earliest stages in every peace and political process that the UN supports. In Sudan, our multi-pronged strategy – including encouraging a 40 per cent target in party delegations, offering gender expertise, and consulting and convening women's rights advocates across different regions supported advancing women's participation in the political process. The UN Integrated Mission in Sudan further supported the formation of a women's rights group that was positioned to participate in the next phase of political talks with a view to bringing women's perspectives to all priority agenda items under discussion.

”



### Volker Türk

UN High Commissioner for Human Rights, United Nations Office of the High Commissioner for Human Rights (OHCHR)

“

As one of the co-leads of the Generation Equality Forum Action Coalition on Feminist Movements and Leadership, OHCHR has been an active supporter of young feminist leadership and participation in the Generation Equality Forum and related processes. Amongst a number of initiatives to advocate for, connect and help ensure the voices, views and demands of adolescent girls were also heard, reflected on and responded to. The OHCHR selected six young women (and four young men) from different countries and regions as members of its Youth Advisory Board, established in the context of a partnership focusing on youth in vulnerable situations including conflict, violence and insecurity. Several of the young women supported OHCHR in the implementation of online youth consultations and have fed into the development of a forthcoming youth rights advocacy toolkit.

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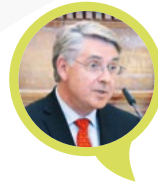
### Zainab Hawa Bangura

Director-General, United Nations Office at Nairobi (UNON)

“

To commemorate the annual 16 Days of Activism Campaign against Gender-Based Violence, which takes place between 25 November to 10 December, two safety walk audits were organized on the UNON compound to identify aspects within the physical environment which negatively affect women's sense of safety at the workplace. A total of 53 volunteers joined the two walks, reflecting a diversity of experiences of personnel, considering gender identity, contract type/function, UN entity and age. Following the safety walks and recommendations made, a virtual dialogue on the main findings of the safety audits and ways forward was organized on 6 December 2022. A total of 105 staff members participated and UNON's Chief of Facilities Management Section and Deputy Chief of United Nations Division of Safety and Security (UNDSS), were invited panelists, given their roles. UN Women Kenya moderated the discussions.

”



### H.E. Mr. Niall Burgess

Ambassador, Embassy of Ireland in France

“

On 14 February I hosted a panel discussion 'Role models for Change' with Ireland's Minister for Special Education and Inclusion, Ms Josepha Madigan, and France's Minister for Equality, Diversity and Equal Opportunity, Ms Élisabeth Moreno. The Ministers led an inspiring discussion on remembrance as a tool for progress and how to breach the double glass ceiling of gender and diversity. On 30 June I hosted the launch of the Women for Women France online portal providing resources in 16 languages to enable anyone affected by SGBV to access relevant services in France. On 24 June the Embassy hosted a pre-Pride event for young professionals focused on LGBTI+ rights. In addition, on 31 March I hosted the launch of Mná na hÉireann, a network of Irish women in France which seeks to share advice, opportunities and support.

”

## CHAPTER II

# IMPACT

# ACTING STRATEGICALLY, TOGETHER: IMPACT GROUPS

**Impact Groups are designed to enable Champions to achieve collectively what they cannot achieve alone. Their objective is to identify a specific topic or ‘gender blind spot’ and design a short-term strategy for systems change across a sector.**

## Disarmament

**The Disarmament Impact Group (DIG)** is an expert forum that promotes dialogue, shared knowledge and the pursuit of concrete opportunities towards advancing gender-responsive action within disarmament processes. The DIG is co-chaired by the Ambassadors of Australia, Ireland, Namibia, the Philippines, and the Director of the United Nations Institute for Disarmament Research (UNIDIR).

In 2022, the DIG and the broader disarmament community carried out activities to promote gender equality, inclusion and diversity across distinct arms control and disarmament fora.

Collaborating with several Member States, the Impact Group coordinated the submission of a **working paper to the 10<sup>th</sup> Review Conference of the Nuclear Non-Proliferation Treaty (NPT)**. The paper [‘From pillars to progress: gender mainstreaming in the Treaty on the Non-Proliferation of Nuclear Weapons’](#) explored practical

ways to promote gender analysis and support women’s participation and leadership across all pillars of the NPT: nuclear non-proliferation, disarmament, and peaceful use of nuclear energy.

To raise awareness and discuss the main ideas presented in the working paper, the Impact Group organised a [side event](#) on the margins of the NPT Review Conference, in August 2022, in New York. The event featured presentations from diplomats and experts in disarmament and nuclear regulation. Speakers and participants reiterated the relevance of gender perspectives in the NPT and offered concrete suggestions to be taken up by the NPT States Parties. The Review Conference, however, was not able to achieve consensus and did not adopt an outcome document.

In preparation for the 10<sup>th</sup> Meeting of States Parties to the Convention on Cluster Munitions (CCM), the Impact Group, together with the Geneva International Centre for Humanitarian Demining (GICHD), developed a **factsheet on [Gender and Diversity in the Convention on Cluster Munitions](#)**. Tailored to disarmament delegates, the factsheet offered information about the **gendered impacts of cluster munitions remnants and the importance of incorporating gender and diversity considerations** in the implementation of the CCM.



In September 2022, the Impact Group and the GICHD co-organised a virtual [side event](#) to take stock of progress and discuss avenues for strengthening gender and diversity aspects in the CCM. A diverse group of panellists shared ideas to advance this area of work, for example by enhancing synergies between the CCM and other gender-related frameworks, such as Sustainable Development Goal 5 or the Women, Peace and Security agenda.

## Gender Equality in Nuclear Regulatory Agencies

In 2022, the Impact Group on Gender Equality in Nuclear Regulatory Agencies, co-chaired by Heidi Hulan, Ambassador and Permanent Representative of Canada to the UN agencies in Vienna, Rafael Mariano Grossi, Director General of the International Atomic Energy Agency (IAEA), and Rumina Velshi, President of the Canadian Nuclear Safety Commission, held two meetings to **share information and best practices for advancing gender equality**. During the Impact Group's first meeting in May, the IAEA provided an overview of their gender equality programmes and activities. The second meeting took place during the IAEA General Conference with the Nuclear Energy Agency (NEA) in September and provided an overview of their gender balance activities. It was also confirmed that the Impact Group will be working collaboratively with the NEA to design and implement quantitative and qualitative gender surveys from 2023-2024. These will measure gender equality progress of the nuclear regulatory sector and identify important gaps to be addressed by the sector and individual organisations.



## Justice

In 2022, Canada and Sweden continued as co-chairs of the Justice Impact Group, based in The Hague. With Russia's invasion of Ukraine triggering a series of political and judicial reactions in the international organisations and courts of The Hague, the Embassies of Australia, Canada and Sweden brought together Champions, Focal Points and key legal academics in May to discuss strategies for **achieving international accountability for Sexual and Gender-Based Violence in Ukraine**.

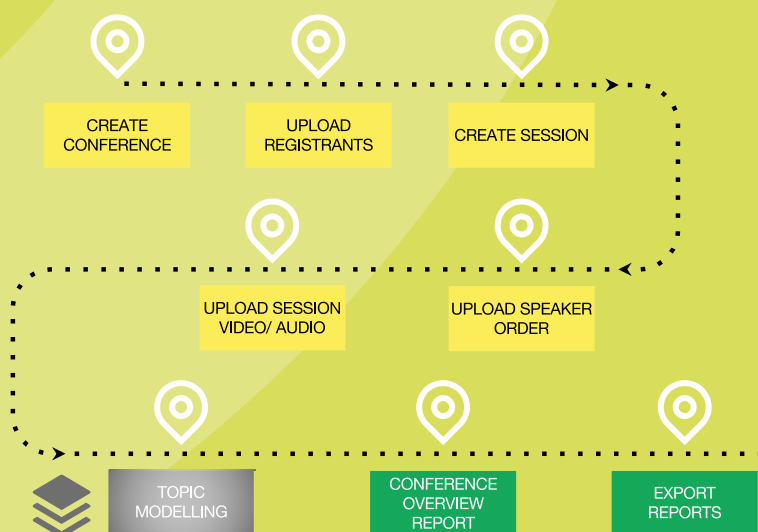
In addition, Canada and Sweden hosted targeted advocacy events at the annual assembly of International Criminal Court (ICC) States Parties in December 2022. These included a launch event for the ICC Strategy on Gender Equality and Workplace Culture: Responding to Conflict-related Sexual Violence in Ukraine. This was hosted by Canada, the ICC, Women's Initiative for Gender Justice, and Global Rights Compliance. A new Policy Paper on Accountability for Gender-Based Crimes was also launched, hosted by Canada, Sweden and the ICC Prosecutor's Special Adviser on Gender Persecution.

## Representation

The Geneva Representation Impact Group is co-chaired by Mr Martin Chungong, Secretary General of the IPU, and Ms Caitlin Kraft-Buchman, IGC co-founder and CEO of Women@TheTable. Continuing their work on The Gender Responsive Assemblies Toolkit developed in 2018 with Sweden and UN Agencies including WMO, ILO, IUCN, and WIPO, the Impact Group has focused on **who gets to speak and who gets to be heard at international assemblies and conferences**.

Their primary focus has been on the Gender Gap App (G-App), an open-source software conceived by Women@TheTable, ideated with IPU, IUCN, WMO, WIPO, UNAIDS & UN Women, and built pro bono by Thoughtworks, a global software company. The G-App works by taking speaker demographics and session recordings and analysing who speaks on which topics, with how much time and with how much influence. It uses an explainable AI algorithm to draw out insights on who is speaking on the topics and pulls all the insights together to produce simple, yet powerful visualisations. These visualisations display the event's diversity, measuring representation (how many attendees, from which regions, gender, age, institution), participation (speaking time in sessions) and influence (which level of authority, for example, using the

head of delegation role as a proxy for powerful influence). It is crucial to know, for example, if women are speaking about gender violence, but do not have a voice when food poverty, climate change or finance are on the agenda.



**Improving the representation, participation and influence of women, youth and other marginalised groups in all aspects of UN processes is vital for achieving the Sustainable Development Goals.** At this critical moment in history, we continue to see stark divisions on who helps make the decisions that will affect generations to come. The UN Framework Convention on Climate Change (UNFCCC) has been tracking gender composition as mandated by governing bodies over the last 5-10 years. The 2021 UNFCCC/COP-25 gender report showed 74 per cent of speaking time in plenary was taken by men. The 2022 WHO Executive Board had 91 per cent male Heads of Delegation holding the pen.



The **IGC Vienna Representation Impact Group**, led by the United Nations Industrial Development Organization (UNIDO) and the Ambassadors of Finland and Afghanistan to Vienna, succeeded in implementing two key activities: **piloting the AI-based software G-App**, co-developed by IGC co-founder Women@TheTable

(see above) to analyse the share of speaking time between male and female participants at events hosted by entities based in Vienna; and **disseminating the UN System-wide Code of Conduct to Prevent Harassment, including Sexual Harassment**, and its implementation across Vienna-based entities.

Throughout 2022, the Impact Group also focused on creating a website on harassment prevention. The website will include information on the Code of Conduct and guide victims and witnesses of harassment in identifying appropriate pathways for reporting. Dedicated webpages are expected to be launched soon on the public websites of participating Vienna-based UN entities. A version of the video Harassment has no place at our events detailing the provisions of the Code of Conduct is in production and will be added to the forthcoming webpages. The video features messages of support from more than 20 Champions from the Vienna IGC Hub.

Once the webpage and video are finalised, the Impact Group will encourage participating entities to include them in event invitations, thus affirming their zero-tolerance approach and ensuring wide dissemination of the Code of Conduct.

## Trade

In 2022, the Trade Impact Group (TIG), co-chaired by Ambassador Athaliah Molokomme of Botswana to Geneva, Ambassador Einar Gunnarsson of Iceland to Geneva, and Executive Director of the International Trade Centre Pamela Coke-Hamilton continued to deliver on its commitment to the Buenos Aires Declaration on Trade and Women's Economic Empowerment, as well as the objectives of the World Trade Organisation Informal Working Group on Trade and Gender (in particular, the sharing of best practices in removing barriers to women's participation in global trade).



In line with its 2022-2023 work plan – part of which seeks to **leverage the private sector to deliver scalable and sustainable outcomes for women in trade** – the TIG, in partnership with the International Chamber of Commerce, co-organised two panel discussions on the topics of supplier diversity programmes and applying a gender lens to sustainability standards.

A total of 219 participants from 52 countries, comprising policymakers, chambers of commerce, women-led businesses, and representatives of the private sector took part in these panel

sessions. These awareness-raising events created a foundation for the group to deepen its engagement with the private sector in 2023.

## Oceans

The new Impact Group on Research and Oceans for Women (IGROW) was launched on 7 June 2022. It is co-chaired by H.E. Mr Michael W. Lodge, Secretary-General of the International Seabed Authority, and H.E. Mr Viliami Va'inga Tōnē, Permanent Representative of the Kingdom of Tonga to the UN in New York. The initiative has also received support from IGC Alumna, the Hon. Mrs Fekita' Utoikamanu, Minister of Foreign Affairs and Minister of Tourism of the Kingdom of Tonga, the Under-Secretary-General and UN Legal Counsel Mr Miguel de Serpa Soares, H.E. Mr Abdulla Shahid, former President of the UN General Assembly, as well as Permanent Representatives from various Member States.



**The Impact Group's objective is to facilitate collective action towards ensuring strategic visibility of gender issues in ocean affairs.** It sets out to strengthen advocacy and outreach, promote targeted capacity-building initiatives and support increased women's participation through organisational and programmatic approaches. The Impact Group also serves as a collective mechanism to advance women's empowerment and leadership in marine scientific research and international law. A key pillar of this mechanism are multi-stakeholder initiatives led at executive and technical levels, such as the [Women in Deep-Sea Research \(WIDSR\) project](#), implemented jointly by the International Seabed Authority and UN-OHRLS, the UN Office of the High Representative for Least Developed Countries (LDCs), Landlocked Developing Countries (LLDCs) and Small Island Developing States (SIDS). Together, these initiatives have the potential for meaningful changes in policies and programmes to enable gender equality within deep-sea research and ocean affairs.

During a high-level event on '[Advancing women empowerment and leadership in marine scientific research to support inclusive sustainable ocean governance](#)' at the 2022 UN Ocean Conference in Lisbon, IGROW was launched with a call for



action, supported by the IGC network. This side event marked the official launch of the pioneering report '[Empowering Women from LDCs, LLDCs and SIDS in Deep-Sea Research](#)', based on a study conducted under the WIDSR project. The report summarised key findings of a **gender mapping exercise of the deep-sea research field** and related disciplines and activities in LDCs, LLDCs and SIDS. It also shared outcomes of an analysis conducted to identify critical barriers faced by women from LDCs, LLDCs and SIDS in participating and accessing leadership positions in this field of work.

As part of the advocacy work undertaken under IGROW, the International Seabed Authority, in partnership with the Permanent Mission of the Republic of Singapore to the United Nations and the Permanent Mission of the Republic of Malta to the International Seabed Authority and the United Nations, organised the [Women in the Law of the Sea \(WILOS\) Conference](#) in September 2022. The conference spotlighted the important contributions of women to the development of the law of the sea and provided an opportunity to hear from female presenters from LDCs, LLDCs and SIDS.

The Impact Group now intends to host a meeting at the working level to draft an Action Plan with concrete and measurable actions for achieving the strategic objectives of the initiative, such as a mentoring programme under the WIDSR project. Further, a high-level meeting is planned to present and approve a declaration on research and oceans for women.

# AMPLIFYING INSIGHTS

## Ten Podcasts with 13 Champions

In 2022, Champions drew on their specialist knowledge across 10 episodes of the IGC podcast to spotlight persistent and evolving barriers to gender equality, from **gender-based violence to the impacts of climate change on women and girls**.

To kick off the year, Mr Martin Chungong, Chair of the IGC Global Board and Secretary-General of the Inter-Parliamentary Union, shared disconcerting figures from IPU research on the presence of gender-based violence in parliaments, demonstrating the persistence of this public yet invisible pandemic across all countries. He went on to discuss the essential role of the new network-wide Gender-Based Violence (GBV) Pledge in bringing leaders together for collective **action and advocacy against GBV**.

In February, Ms Aniela Unguresan, co-founder of the Economic Dividends for Gender Equality (EDGE) Certified Foundation, discussed the links between the GBV Pledge and promoting diverse, equitable and inclusive workplaces. She highlighted the need for those in leadership to foster **safe working environments** by taking a visible, consistent and zero-tolerance stance towards any form of GBV and sexual harassment.

Following the 66<sup>th</sup> session of the United Nations Commission on the Status of Women in March, Ms Anne-Sophie Lois, Senior United Nations Representative in New York and Geneva for Plan International and member of the IGC Global Board, sat down for an intergenerational exchange with Nanako, a 26-year-old youth advocate from the Young Women's Christian Association (YWCA) of Japan, and Steasy, a 20-year-old youth advocate from Kenya working with Plan International through the 'She Leads' programme. They shared their reflections from the Commission on the Status of Women (CSW) 66 and their work towards incorporating a **feminist approach to climate justice** within their communities.

To celebrate the Vienna Hub's five-year anniversary in May 2022, its three founding members came together. Ambassador Laura Holgate of the United States to Vienna explained how the hub set out to **promote balance and equity** by complementing existing bottom-up approaches with top-down leadership. Ambassador Barbara Žvokelj of Slovenia to Vienna shared some key

achievements, including expanding the hub to over 50 member Champions and the birth of two Impact Groups in Representation and Women in Nuclear, which now engage over 20 agencies worldwide. To conclude, Ambassador Alejandro Solano Ortiz of Costa Rica to Vienna shared the hub's objectives to continue diversifying membership with a view to including more private companies and male Champions, to foster greater inter-hub collaboration, and to develop the nexus between climate and gender in the nuclear field with the possibility of forming an Impact Group.

Several Champions addressed the **climate-gender nexus**. Ms Rabab Fatima, now Under-Secretary-General and High Representative for the LDCs, LLDCs and SIDS, outlined how she is contributing to the work of the Impact Group on Research and Oceans for Women. She emphasised that "women are not only victims of climate change, but also proactive adaptation actors".

Ms Martha Rojas Urrego, former Secretary-General of the Ramsar Convention on Wetlands, echoed the need to address this intersection, focusing not only on how women are negatively affected when wetlands are degraded, but also their vital role in managing and conserving them. She highlighted the **need to bring women to the decision-making table**, providing examples of the benefits that this has produced at both international and local levels. Ahead of COP27 in November, Mohammed Abdiker, the International Organization for Migration's (IOM) Regional Director for East and Horn of Africa, provided a comprehensive account of the situation of migrants, refugees, asylum-seekers and internally displaced persons in the region. He particularly underlined the feminisation of migration, as well as the specific challenges women and girls face when on the move.

Evelyn A. Ankumah, Founding Executive Director of Africa Legal Aid (AFLA) emphasised the need to create safe spaces for survivors of gender-based violence to share their experiences, whilst Karim A. A. Khan KC, Prosecutor of the International Criminal Court, outlined how prosecuting sexual and gender-based crimes has become a Court priority. He highlighted the centrality of a **survivor-centred justice**, both in the ICC's mandate as well as in its organisational culture.

2022 ended with highlights from our event 'Fair Play: Gender Balance at Home and at Work', a film screening and panel discussion co-organised with the Thinking Ahead on Social Change (TASC) Platform, in partnership with the U.S. Mission in Geneva and the Innovation Foundation. In this final episode, panellists shared their views on the **barriers that remain across cultures**, from outdated stereotypes to a lack of childcare infrastructure and social policies that limit choice and support for families. The episode ended with an invitation to Champions to take up the conversation within their organisations. Watch the highlight video [here](#) and explore these questions:

- What are the expectations and roles for women and men at home and at work?
- How can we improve infrastructure, flexibility and choice?
- How can we interrupt patterns that limit choices and opportunities for women and men?

## HIGH LEVEL LEADERSHIP EXCHANGE

April saw an online **leadership exchange with the former Prime Minister of New Zealand H.E. Ms Helen Clark** and Ambassador Mxolisi Sizo Nkosi of South Africa to Geneva as the moderator. The discussion was co-hosted by the IGC and Council of Women World Leaders, and was centred around the topic of feminist action for climate justice, one of the six Action Coalition goals established at the Generation Equality Forums.

Recent floods in the KwaZulu-Natal province in eastern South Africa brought home the fact that climate change is killing and displacing hundreds and thousands of people around the world, yet concerted action is still awaited. Citizen activism and public demand were cited as key to influence government action and move the needle on Nationally Determined Contributions (NDCs), with hope in the passion and political activism of youth.

Clark called for clearer and stronger guidance from the secretariats of the Climate Change Conventions on how to develop gender-transformative NDCs including the collection of gender disaggregated data and a better understanding on how the climate crisis is affecting human health and wellbeing, with a particular emphasis on wellbeing. Clark also emphasised the need to source knowledge, policy input and engagement from indigenous peoples.

## IGC 2022 Podcasts with International Gender Champions

- New Year, New IGC GBV Pledge – A Podcast with Martin Chungong of IPU, IGC Global Board
- Inclusive, Equitable & Prosperous Societies – A Podcast with Aniela Unguresan of EDGE
- Intergenerational CSW66 – A podcast with Nanako, Steasy & Anne-Sophie Lois of Plan International
- IGC-Vienna 5 Years – A Podcast with the founding Champions
- Women, Oceans and Climate Change – A Podcast with Ambassador Rabab Fatima of Bangladesh to New York
- Wetlands, Gender Equality & Climate Change – A Podcast with Martha Rojas of the Ramsar Convention
- Storytelling and Gender-Based Violence – A Podcast with Evelyn A. Ankumah of Africa Legal Aid
- Migration, Gender Equality & Climate Change – A Podcast with Mohammed Abdiker of IOM
- Achieving Survivor-Centred Justice – A Podcast with Karim A. A. Khan KC, Prosecutor of the ICC
- Gender Balance at Home and at Work – Highlights from the Fair Play Film Screening and Discussion

## CALL TO ACTION AT COP15

Ahead of COP15 of the United Nations Convention to Combat Desertification, the IGC and UNCCD developed a short animation in [English](#) and [French](#) on 'Women: Protecting Life, Preserving Land, Ensuring Legacy'. The films were played to leaders at the Gender Caucus on 9 May 2022 in Abidjan.

## CHAPTER III OUR HUBS

### Geneva

On the eve of **International Women's Day**, Geneva Champions gathered for the first **IGC Annual Meeting** of the year hosted by Ambassador Bathsheba Nell Crocker from the US Mission in Geneva. Pamela Coke-Hamilton, Executive Director of the International Trade Centre, delivered a powerful keynote speech to launch the Gender-Based Violence Pledge. Pointing out the importance of addressing women-specific needs when promoting inclusive global value chains, Ms Coke-Hamilton identified women's economic empowerment as a key tool in combatting sexual violence.

To mark the 8<sup>th</sup> of March, the UK Mission in Geneva, in partnership with the IGC and IFRC, hosted a **speed mentoring event** for university-age women to learn from inspiring female leaders from international Geneva. The United Nations Road Safety Fund (UNRSF) and Global Forum on Road Traffic Safety (WP1), in collaboration with the IGC and IPAG Business School, co-chaired a hybrid side event showcasing women leaders from the African continent who advocate for safe and sustainable transportation solutions in Africa. Several days later, the Secretariat organised a walking tour of Geneva which involved re-telling its history through the stories of women who lived there from the 15<sup>th</sup> century to the present day.

A new **Geneva Steering Group was formed** following the dissolution of the initial Steering Group with the formation of the expanded Global Board and Secretariat in 2019. Mr Sameer Chauhan, Director of the UN International Computing Centre (UNICC), Ms Esther Dingemans, Executive Director of the Global Survivors Fund and Mr Benjamin Moeling, Chargé d'Affaires at the US Mission in Geneva had their first meeting at the end of March and



continued to work closely with the IGC Secretariat throughout the year.

On Global Parent Day, an online interactive workshop addressed the timely topic of **parental leave in the UN System**, co-organised by the IGC and [U.N. Parents: Equal Rights, Equal Roles](#). The event, which builds on the IGC's #ChampionsForParentalLeave campaign, featured opening remarks by Ms Monica Ferro, Director of UNFPA's Geneva Office, and a productive discussion between around 100 participants on the importance of a standardised parental leave for parents of all genders to promote an inclusive work environment.

2022 also saw the **re-launch of the 'I Say No to Sexism' campaign** at the UN Office in Geneva (UNOG). Six Champions – including Ms Tatiana Valovaya, Director-General of UNOG and Mr Martin Chungong, Secretary-General of the IPU and Chair of the IGC Global Board – joined forces to underline the continued relevance of the campaign in international Geneva and beyond, highlighting sexist attitudes that persist, and the way that they give rise to gender-based violence.



In May and September, **Geneva Focal Points met in a hybrid format** at the Geneva Centre for Security Policy (GCSP) – the IGC Secretariat's host organisation – in addition to 'super' focal point meetings for all hubs in February and November.

To celebrate the **International Day of the Girl**, Plan International, Young Women's Christian Association (YWCA) and IGC co-organised a workshop where Champions and young people came together to identify how young people can meaningfully participate in governance at all levels, including through youth advisory boards, mentoring and fellowship schemes.

Finally, the IGC Secretariat and TASC Platform co-organised a **film screening and discussion of the FAIR PLAY documentary**, combining extracts with a high-level panel discussion featuring Ambassador Jürg Lauber of Switzerland to Geneva, Ambassador Julia Imene-Chanduru of Namibia to Geneva, Cynthia Hansen, Managing Director of the Innovation Foundation, and Daniel de Torres, Director of the Small Arms Survey. Ambassador Bathsheba Nell Crocker of the United States to Geneva delivered the opening remarks. The film and supporting materials are available for screening in all IGC hubs and member organisations for a nominal fee.

## New York

The New York Hub started 2022 with a **virtual Annual Meeting of the Gender Champions on 8 February** at the Swiss Mission, exactly one month before International Women's Day and at the beginning of the 66<sup>th</sup> Session of the Commission on the Status of Women. This meeting gathered New York Gender Champions, including the President of the 76<sup>th</sup> General Assembly of the United Nations, eight Under Secretary-Generals, the Executive Director of UN Women and the UN Secretary-General's Envoy on Youth. It also saw the launch of the IGC Gender-Based Violence Pledge in New York.

On 27 October, during a Gender Champions Reception organised by Switzerland, the Permanent Representative of Switzerland, Ambassador Pascale Baeriswyl, had the honour of **welcoming the new President of the 77<sup>th</sup> General Assembly of the United Nations** as well as the Assistant Secretary-General for Peacebuilding Support and the Permanent Representative of South Africa as Gender Champions in the New York Hub. Furthermore, the **IGC 'I Say No to Sexism' Campaign was officially launched in New York** at this event. The Gender Champions had the opportunity to express how

they say 'No to Sexism' by writing their personal commitments on cards that were displayed on a collective banner. Their commitments were also shared on social media and captured in a [short video](#).



## Vienna

**2022 marked the fifth year** of working for gender equality and empowerment of women in multilateral diplomacy by **the IGC Vienna Hub**. This milestone was celebrated at the June Champions Meeting, hosted and chaired by United States Ambassador Laura Holgate. Ambassador Holgate congratulated the Champions on the over 600 personal commitments made by the IGC Vienna Hub since 2017, turning words into actions and achieving more inclusive and responsive laws, policies and practices. The meeting had Champions working in pairs in informal brainstorming sessions to come up with innovative ideas to address particular challenges and saw the release of a podcast episode, in which the Ambassadors of Costa Rica, Slovenia, and the US looked back at the creation of the Vienna Hub and its development since.



The IGC Vienna Hub organised several events in support of the Gender-Based Violence Pledge in 2022:

On 1 December, the United Nations Office for Drugs and Crime (UNODC), in partnership with the Dominican Republic and the Vienna-based Friends of Gender Group, organised an event entitled 'Women in Power—Women for Justice' exploring to improve the implementation of laws for greater impact on ending sexual and gender-based violence.

The Ambassadors of Finland, Norway and Sweden, together with UNODC and the United Nations Industrial Development Organization (UNIDO), dedicated the **2022 Vienna Discussion Forum** to the gendered impact of forced displacement. Under the headline 'Women on the Move,' the event convened decision makers, practitioners and experts from governments, international organisations and civil society to discuss how to protect displaced women and girls from human trafficking and support their economic empowerment as they settle into new lives.



The IGC Vienna Hub is exploring ways to secure sustainable resources to fund a full-time Hub Coordinator position. When the rotation of the Hub Coordinator position was interrupted, the Vienna Center for Disarmament and Non-Proliferation (VCDNP) stepped in to ensure stability and continuity of the hub. This was only made possible by generous financial support given by Ambassador Natasha Meli Daudey on behalf of the Government of Malta. From January 2023, the Coordinator position is returning to a rotational schedule between the Vienna-based UN entities, which will continue until a permanent solution is identified.

The year concluded with a Champions Meeting on 5 December at the Vienna International Centre, chaired by Ambassador Alejandro Solano Ortiz of Costa Rica. Welcoming six new Champions, the IGC Vienna Hub achieved its goal of growing to 50 Champions. At the Meeting, Champions reported on progress in achieving their commitments and discussed 2023 priorities. One of the many examples of concrete actions taken by Vienna-based Champions was presented by the Executive Secretary of the Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO) Dr Robert Floyd: the CTBTO has implemented a Mentoring Programme for early-career women in STEM from the Global South.

The Meeting also featured an overview of the activities of the Representation Impact Group, delivered by Ambassadors Manizha Bakhtari of Afghanistan and Pirkko Hämäläinen of Finland, and the Impact Group on Gender Equality in

Nuclear Regulatory Agencies by Ambassador Troy Lulashnyk of Canada.

Furthermore, Champions heard a heartfelt statement about women's power to create and drive societal change by IGC alumna and former Foreign Minister of Sweden Margot Wallström. Inter-Parliamentary Union Secretary General and Chair of the IGC Global Board Martin Chungong also addressed the Vienna-based Champions, providing insights into the work of other IGC hubs and stressing the importance of Champion support for their hubs and Hub Coordinators. Afterwards, Champions further discussed ideas for new commitments, projects, and ways to collaborate on women's empowerment in 2023 at a reception, generously sponsored by Ambassador Barbara Žvokelj of Slovenia.

## Nairobi

The Nairobi Hub consists of 22 Champions and 12 Alumni from foreign missions, international and local organisations and United Nations agencies. The hub is hosted by the UN Environment Programme (UNEP) and has a Steering Group made up of five Champions from UNEP, UN-Habitat, the Embassy of Switzerland, the Embassy of Ireland and the World Wildlife Fund. This year, the hub focused on its outreach plan and its Steering Group.

With the guidance of the Steering Group, **the hub will be creating an Impact Group addressing the links between gender-based violence and climate change.** The structure of the Impact Group will be developed next year.



The end-of-year Champions meeting was hosted by H.E. Mr Valentine Zellweger of Switzerland in Nairobi on 30 November 2022 at the Swiss Embassy. This was the first entirely in-person Champions meeting to be held in Nairobi since formally launching the hub in June 2020. The meeting was attended by 15 Champions who deliberated on the concrete actions that can be taken in Nairobi to fight sexual harassment

and gender-based violence. These will include changing attitudes towards female and feminist leadership in Kenya, participating in projects that empower women and girls to prevent and address GBV, and advocating for the IGC network to broaden membership.



## The Hague

The Hague kicked off the year with a **virtual Champions Meeting in March**. Individual initiatives already underway were presented and ideas for the future of the hub exchanged. Champions concluded that they could achieve the biggest impact when tailoring commitments to their spheres of influence and expertise. In addition, an increased exchange among Champions on everyday issues will be explored, to identify additional leverage for change.

Russia's military aggression against Ukraine triggered a series of political and judicial reactions in the international organisations and courts of The Hague – the city of peace and justice. On International Women's Day, Gender Concerns International co-organised an event in solidarity with the women of Ukraine, addressing the urgent need for humanitarian assistance. The Embassies of Australia, Canada and Sweden brought together Champions, Focal Points and key legal academics to discuss strategies for achieving international accountability for SGBV in the Russian invasion of Ukraine.

In May, the Austrian Embassy together with the Women in International Law (WIL) Network **launched the 'Mentoring 4 Future' programme,**

empowering young female professionals in the field of international law and diplomacy by connecting them with experienced female leaders.

In June, the Embassies of Finland and Mexico, together with Women's Initiatives for Gender Justice (WIGJ), facilitated a **roundtable discussion on Gender Responsive Budgeting** with a view to advancing gender mainstreaming processes at the International Criminal Court (ICC).

In December, the hub co-sponsored two events on the sidelines of the Assembly of States Parties to the ICC: (1) the Launch of the ICC's Strategy on Gender Equality and Workplace Culture and (2) an event on Gender Diversity and the Rome Statute System organised by Africa Legal Aid, which addressed Gender Mentoring Training Programmes for Judges.

Finally, Champions gathered for an end of year breakfast meeting at the Swiss Residence, hosted by the co-chairs of the IGC Hub in The Hague, Ambassador Lisa Helfand of Canada and Ambassador Heinz Walker-Nederkoorn of Switzerland. After a presentation by Dr Fidelma Donlon, Registrar of the Kosovo Specialist Chambers, on the challenges and successes of her 2022 commitments, Champions shared their experiences of the past year and looked at what they aim to achieve through their commitments in 2023.



## Paris

The IGC Paris Steering Group is composed of the representatives of the Organisation Internationale de la Francophonie (OIF), the United Nations Educational, Scientific and Cultural Organisation (UNESCO) and the Ambassador of Ireland to France. During 2022, the OIF continued its commitment by providing support for the hub's coordination and overseeing the onboarding of 6 new members at the IGC Paris Hub. As the IGC has taken on a significant role in engaging with Generation Equality, the Paris Hub is also working to actively engage its members and other collaborators to diversify its composition and membership.

The Paris Hub leaders identified the need to move beyond intention, policies, agreements and initiatives to achieve gender equality in practice. The Paris Hub is well-placed to **embrace and leverage cultural diversity**. Most of the commitments and activities promoted at the Champions level during 2022 focused on:

1. Education of girls as a key tool for women and youth empowerment;
2. Addressing gender bias leading to discrimination and violence in media, sports and sciences, among other relevant fields within the areas of competence of Champions' organisations;
3. Economic empowerment, leadership and independence of women and girls, including decision-making roles across sectors;
4. Elimination of violence and discrimination against women, including child marriage, sexist attitudes and behaviours, and inter-sectional forms of discrimination.

On 14 February the Embassy of Ireland organised a **debate on 'Role Models for Change'**. Ireland's Minister of State with responsibility for Special Education and Inclusion, Josepha Madigan, and France's Minister of State for Equality, Diversity and Equal Opportunity, Élisabeth Moreno, discussed the use of remembrance as a tool for progress and how to breach the double glass ceiling of gender and diversity. The hub also organised the **launch of the [Women for Women France Online Resource Centre](#)** on the 30<sup>th</sup> of June. The multilingual resource centre consolidates in sixteen languages all necessary information for anyone affected by domestic violence – or professionals working with them – to access relevant services in France.



During UNESCO's **Global Forum against Racism and Discrimination** in November, a panel was dedicated to addressing the rights of women and girls. UNESCO also partnered with the Marie Claire Think Tank 'Agir pour l'Égalité' and Marie Claire, to co-organise the 'Appel à l'Égalité' event on 11 October 2022 that took place at UNESCO Headquarters on the International Day of the Girl Child. Finally, the High Gender Equality Council launched the [guide for non-sexist institutional communication](#), in September 2022 which addresses several areas of expression (language, images, composition of groups).

# LIST OF CHAMPIONS

## DEN HAAG

- Abubacarr M. Tambadou**  
Registrar, IRMCT
- Adia Sakiqi**  
Permanent Representative, Albania
- Aiga Liepiņa**  
Permanent Representative, Latvia
- Alexander von Rosenbach**  
Business Manager, ICCT
- Astrid Harz**  
Permanent Representative, Austria
- Bård Ivar Svendsen**  
Permanent Representative, Norway
- Brendan Gerard Rogers**  
Permanent Representative, Ireland
- 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**  
Permanent Representative, Panama
- Evelyn A. Ankumah**  
Executive Director, AFLA
- Fidelda Donlon**  
Registrar, Kosovo Specialist Chambers
- Fernando Arias**  
Director-General, OPCW
- Frances-Galatia Lanitou Williams**  
Permanent Representative, Cyprus
- François Alabrune**  
Permanent Representative, France
- Graciela Gatti Santana**  
President, IRMCT
- Heinz Walker-Nederkoorn**  
Permanent Representative, Switzerland
- Irakli Beridze**  
Head, UNICRI Centre for Artificial Intelligence and Robotics
- Joanna Roper**  
Permanent Representative, United Kingdom
- Johannes Oljelund**  
Permanent Representative, Sweden
- Karim A.A. Khan KC**  
Prosecutor, ICC
- Kate Gibson**  
President, ADC-ICT
- Kathryne Bomberger**  
Director-General, ICMP
- Lisa Helfand**  
Permanent Representative, Canada

- Melinda Reed**  
Executive Director, Women's Initiatives for Gender Justice
- Modi Ephraim**  
Permanent Representative, Israel
- Peter Lewis**  
Registrar, ICC
- Piotr Hofmanski**  
President, ICC
- Reintje van Haeringen**  
CEO, CARE Nederland
- Riaz Hamidullah**  
Permanent Representative, Bangladesh
- Sabra Bano**  
Director, Gender Concerns International
- Serge Brammertz**  
Prosecutor, IRMCT
- Thijs Berman**  
Executive Director, Netherlands Institute for Multiple Diplomacy

## GENEVA

- Adam Day**  
Head of Geneva Office, UNU-CPR
- Adriana Quiñones**  
Director, UN Women Liaison Office in Geneva
- Alain Délétraz**  
General Director, Geneva Call
- Alejandro Bonilla Garcia**  
President, Greycells
- Alex Conte**  
Executive Director, Child Rights Connect
- Alexandra Bilak**  
Director, IDMC
- Amadeu Paulo Samuel Da Conceição**  
Permanent Representative, Mozambique
- Amanda Gorely**  
Permanent Representative, Australia
- Aniela Unguresan**  
Co-Founder, EDGE Certified Foundation
- Anita Pipan**  
Permanent Representative, Slovenia
- Anna Jardfelt**  
Permanent Representative, Sweden
- Anna Tomasi**  
Executive Secretary, The Global Commission on Drug Policy
- Antoinette Vermilye**  
Co-Founder, SHE Changes Climate
- António Vitorino**  
Director-General, IOM
- Asim Ahmed**  
Permanent Representative, Maldives
- Athaliah Molokomme**  
Permanent Representative, Botswana
- Aurora Díaz-Rato Revuelta**  
Permanent Representative, Spain
- Bahtijors Hasans**  
Permanent Representative, Latvia
- Bathsheba Nell Crocker**  
Permanent Representative to the UN, United States
- Birgit Poniatowski**  
Executive Director, International AIDS Society
- Bruce Turner**  
Permanent Representative to the Conference on Disarmament, United States
- Caitlin Kraft-Buchman**  
CEO and Founder, Women@TheTable
- Casey Harden**  
General Secretary, YWCA
- Catherine Marchi-Uhel**  
Head, IIIM
- Christophe De Kepper**  
Director General, IOC
- Christopher Grima**  
Permanent Representative, Malta
- Claudia Fuentes Julio**  
Permanent Representative, Chile
- Corinne Momal-Vanien**  
Executive Director, Kofi Annan Foundation
- Daren Tang**  
Director General, WIPO
- Darius Staniulis**  
Permanent Representative, Lithuania
- Davaasuren Gerelmaa**  
Permanent Representative, Mongolia
- David Fernandez Puyana**  
Permanent Delegate to UNESCO, UN in Geneva, UPEACE
- Didier Chambovey**  
Permanent Representative to the WTO, EFTA, UN/ECE, UNCTAD, ITC, Switzerland
- Dorothee Baumann-Pauly**  
Director, GCBHR
- 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
- Erik Brøgger Rasmussen**  
Permanent Representative, Denmark
- Esther Dingemans**  
Executive Director, Global Survivors Fund
- Fabiola Gianotti**  
Director-General, CERN
- Federico Villegas**  
Permanent Representative, Argentina
- Filippo Grandi**  
High Commissioner, UNHCR
- Francisca E. Méndez Escobar**  
Permanent Representative, Mexico
- George Mina**  
Permanent Representative to the WTO, WIPO, UNCTAD, Australia

**Georges Nakseu Nguéfang**

Permanent Representative, OIF

**Gordan Markotić**

Permanent Representative, Croatia

**Gretta Fenner**

Managing Director, Basel Institute on Governance

**Henri Gétaz**

Secretary-General, EFTA

**Houlin Zhao**

Secretary-General, ITU

**Indra Mani Pandey**

Permanent Representative, India

**Ingmar De Vos**

President, Fédération Equestre Internationale

**Jagan Chapagain**

Secretary-General, IFRC

**Jennifer Brant**

Director, Innovation Insights

**Jérôme Bonnafont**

Permanent Representative to the UN, France

**John Fisher**

Geneva Director, HRW

**Joseph François**

Managing Director, World Trade Institute

**Julia Imene-Chanduru**

Permanent Representative, Namibia

**Jürg Lauber**

Permanent Representative, Switzerland

**Kadra Ahmed Hassan**

Permanent Representative, Djibouti

**Katharina Stasch**

Permanent Representative, Germany

**Khalid Koser**

Executive Director, GCERF

**Kirsti Kauppi**

Permanent Representative, Finland

**Klaus Schwab**

Founder and Executive Chairman, WEF

**Lansana Gberie**

Permanent Representative, Sierra Leone

**Le Thi Tuyet Mai**

Permanent Representative, Viet Nam

**Lotte Knudsen**

Permanent Representative to the UN, European Union

**Luis Chuquihuara Chil**

Permanent Representative, Peru

**Madeleine Rees**

Secretary General, WILPF

**Mami Mizutori**

Special Representative of the Secretary-General, UNDRR

**Marc Bichler**

Permanent Representative, Luxembourg

**Marc Pecsteen de Buytsverve**

Permanent Representative, Belgium

**Marco Lambertini**

Director General, WWF International

**Maria Dimitriadou**

Special Representative to the WTO, UN, World Bank Group

**Maria Teresa T. Almojuela**

Permanent Representative to the Conference on Disarmament, Philippines

**Marie Chantal Rwakazina**

Permanent Representative, Rwanda

**Marie-Laure Salles**

Director, IHEID

**Marie-Thérèse Pictet-Althann**

Permanent Representative, Sovereign Order of Malta

**Mark Cassayre**

Permanent Observer to the UN, IDLO

**Martin Chungong**

Secretary-General, IPU

**Matthew Wilson**

Permanent Representative, Barbados

**Meirav Eilon Shahar**

Permanent Representative, Israel

**Michael Gaffey**

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## CHAPTER IV

# LOOKING FORWARD: ACTION, ACCOUNTABILITY, ADVOCACY

The case for gender equality is familiar to all of us who chose to be Champions. It is a fundamental human right. It is essential for sustainable development. It is a pre-condition to peace and security. And yet, gender equality continues to be instrumentalised and politicised, particularly with regard to sexual and reproductive health and rights. With each step forward, we see scrapes and slides backwards as our environment gets more complex, polarised and fragile. Where authoritarianism and repression gain ground, the rights of women and marginalised groups are among the first to be compromised, and structural and physical violence ensues.

The jury is out as to whether we will be able to say that we have advanced gender equality for our children and their children. Perhaps it is for each of us to reflect and judge whether we have done enough. However, the evidence is getting clearer and, as UN Secretary General Guterres has stated, if we are to 'breakthrough' rather than 'breakdown', we are compelled to act, and ensure that the voices and needs of women and young people are at the core of our decision-making and policy-making. As the gender equality agenda faces a global push-back, this commitment matters more than ever.

The IGC offers a mechanism for each of us to lead ourselves and others more effectively through our annual personal commitments and drive change. Now is a moment for us to be more ambitious and make the case even more compelling. We must challenge assumptions and beliefs that are often outdated; we must seek the voices and data that tell the real lived experiences of those we serve; and adapt.

At the Nairobi Summit in November, the High-Level Commission endorsed a justice framework to accelerate commitments and counter the backlash against sexual and reproductive health and rights. This is something that we as leaders should continue to pursue in line with the new GBV pledge. Also, the question of climate justice is one where we will need our

collective intelligence to avoid the mistakes of many COVID-19 policies. Our aim must be to take those reactive policies that further exacerbate the structural inequalities that leave women and girls more vulnerable and turn them into gender-responsive ones, and the UN Women's [rapid gender assessment](#) is one tool that can assist in that transformation. From prevention to mitigation and adaptation, from technology to health, we all have a role in ensuring that society is more equitable and inclusive, and therefore more resilient.

In 2023, we hope to see Impact Groups that strengthen understanding of the climate-gender nexus and drive gender-responsive climate action in all our hubs. We equally hope to scale up individual and collective action in public and private spaces to challenge sexist attitudes and behaviour that underpin so many harmful norms. And let us not lose sight of the importance of our core Panel Parity Pledge both in person and online, and let us continually consider who has power, authority, participation and influence, as well as representation. In every area, voice and visibility count.

Numbers matter, as we seek to strengthen our ability to hold ourselves and others to account. We hope that in 2023 we will further expand our reach and deepen our impact, paving the way for progress towards a fairer and more respectful world in which we can truly uphold everyone's human dignity and right to be heard. Thank you for joining us and for bringing others who you lead and influence with us.



[www.genderchampions.com](http://www.genderchampions.com)