

UNIDIR Gender and Diversity Action Plan 2019-2020

Introduction

This Gender and Diversity Action Plan is a tool to help all UNIDIR staff, visiting fellows, and GPPs implement the UNIDIR Gender and Diversity Policy by specifying clear goals and identifying concrete actions.¹

Priority I: Capacity Building

Goal: All staff are equipped with gender and diversity competencies.

Key actions for 2019-2020:

- All staff, visiting fellows, and GPPs to take “[I know Gender 1-2-3](#)” course (duration of approximately 2.5 hours) and send the certificate to the Institute’s Gender Focal Point by 31 July 2019.
- All staff to participate in at least one meeting or public event per year on gender and its relationship to a field relevant to their work.
- All staff, visiting fellows, and GPPs should develop the [competency](#) of respect for diversity, a core value for the United Nations, treating all people with dignity and respect, examining own biases and behaviours, and avoiding stereotypical responses.
- All staff, visiting fellows, and GPPs are encouraged to take “[I Know Gender 11: Women, Peace and Security](#)” course (duration of approximately 50 minutes) and seek to integrate the WPS agenda into their work.

Priority II: Balanced and Diverse Staff Composition and Representation

Goal: Panels organised by, or participated in by UNIDIR staff are gender balanced and diverse.

Key actions for 2019-2020:

- All staff to familiarize themselves with the list of online resources to improve diversity in expert meetings, provided by UNIDIR Gender Focal Point.
- If staff are invited to speak on or chair a panel:
 - o They will inquire about the intended panel composition *prior* to accepting.
 - o It is **recommended** that staff decline invitations to join single-gendered panels, and inform the organiser in those cases of UNIDIR’s membership in the Geneva Gender Champions network, as well as UNIDIR’s Gender and Diversity Policy.

¹ Staff is herein defined as including resident consultants.

- If UNIDIR is responsible for organizing a panel or expert meeting:
 - o Staff will take necessary and feasible measures to achieve balanced composition of the panel or expert meeting in terms of gender, geographical diversity, age, experience, and knowledge. Such measures may include specific outreach to that end, including reformatting of the event to allow for greater gender parity and diversity of perspectives.
- Where UNIDIR staff are co-organizing an event or are asked to suggest experts, they should be mindful in seeking to ensure that their expert suggestions are balanced in terms of gender, geographical diversity, age, experience, and knowledge.

Priority III: Outreach and Communication

Goal: UNIDIR and its staff actively support gender parity.

Key actions for 2019-2020:

- The Gender Focal Point, together with the Institute's Communications team, will identify avenues to raise awareness about UNIDIR's efforts and work of the Gender and Disarmament Programme, as well as to raise the profile of the Gender Champions initiative.
- The Focal Point, together with UNIDIR'S Communications team, will work on promoting the visibility of the Gender & Disarmament Hub (e.g. Tweets, Instagram posts, Press Conferences).

Contact

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