

## Report on the implementation of the Gender strategy and the anti-harassment policy for IUCN events for the IUCN World Conservation Congress 2021

In March 2019, the IUCN Director General adopted a [Gender mainstreaming strategy for IUCN events](#) as well as an [Anti-harassment policy, including bullying and sexual harassment, for IUCN events](#). In addition to this general gender strategy for IUCN events, Council also approved specific objectives for a gender-responsive IUCN World Conservation Congress outlined in Annex 1 of the strategy.

Both strategies and the policy were implemented for the first time for the IUCN World Conservation Congress in 2021. The high-level results are described in the following sections. Details on all KPIs can be viewed as follows:

- Annex 1: KPI for Gender strategy for IUCN events
- Annex 2: KPI for Strategy for gender-responsive IUCN World Conservation Congresses
- Annex 3: KPI for Anti-harassment policy for IUCN events.

### Gender strategy for IUCN events

Out of the 24 KPI, 14 were fully achieved, 4 partially and 6 not at all. For most indicators and despite the challenging situation linked to the COVID-19 pandemic and the two related postponements of the Congress, the gender balance has generally improved compared to the previous Congresses (see report from 2016 [here](#)). The efforts made by IUCN and the Host Country were recognised officially through the certification body AFNOR who awarded the French label “Événement Égalité Femmes Hommes” (Event Gender Equity)

to the Congress.

Generally, participation by men and women in the 2021 Congress was similar to or more balanced than in 2016. Overall, equitable participation was achieved both for online and onsite attendees (onsite: 48.4%female/ 50.6% male/ 0.1% gender non-conforming/ 0.9% prefer not to disclose; online: 49% female/

Figure 1 Gender balance of Congress onsite participants per region

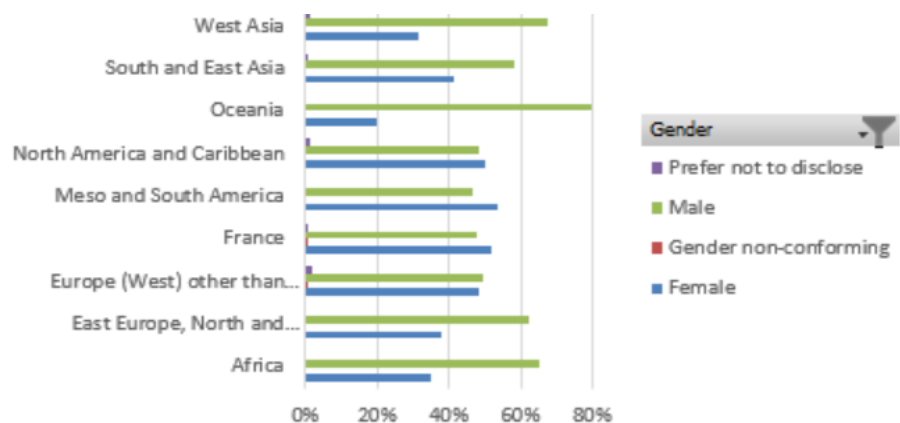
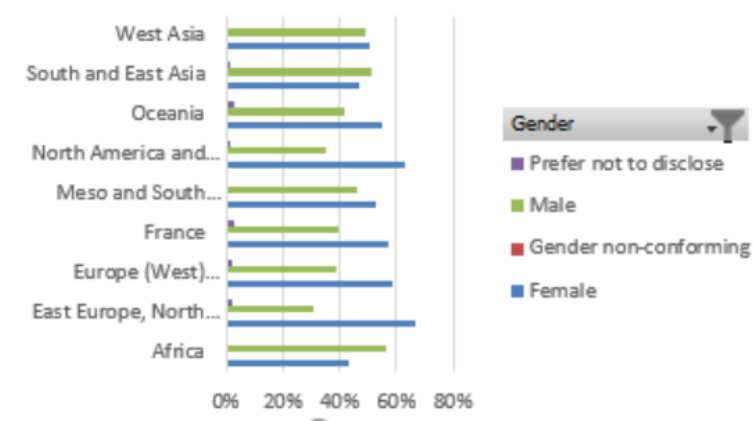
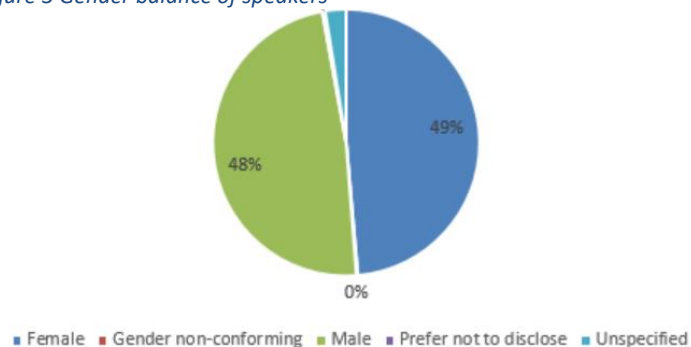


Figure 2 Gender balance of Congress online participants per region



50.1% male/ 0.1% gender non-conforming/ 0.8% prefer not to disclose). However, this is not the case across all regions. Oceania, Africa, East Europe and West Asia had a much higher participation by men when looking at the onsite participants (above 62%). In 2016, the same was true for Africa and West Asia but the participation from Oceania and East Europe was more balanced then. For the online attendees, there was higher participation by women from East Europe and North America (above 60%).

Figure 3 Gender balance of speakers



The participation of female and male speakers was very much balanced (see Figure 3) and similar than in 2016 but again it is not consistent across all regions. There were notably more male than female speakers from North Africa and West Asia (75% and 67% respectively) and the opposite was true for speakers from Eastern Europe (75% female speakers). In 2021, IUCN had for the first time a speaker

database collecting gender information for all speakers while in 2016, only data on speakers for sessions organised by IUCN was available. It was however not feasible to assess whether gender balance was achieved in all sessions.

For the organising staff, women continue to be overrepresented (65% women vs 35% men) and this is particularly evident for certain functions like logistics, Forum, and HR while IT continues to be male dominated. Compared to the last Congress, a better balance was achieved for the management positions with 48% women vs 52% men.

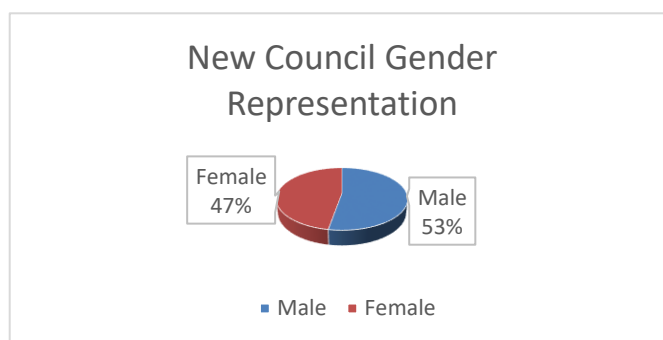
The communication on the gender strategy and its objectives was much stronger than in 2016. It was promoted to all stakeholders (participants, speakers, suppliers, volunteers, exhibitors, sponsors) and received strong support by the Host Country. The KPIs that were not achieved are linked to the identification of obstacles ahead of the event as well as the monitoring of speaking time/engagement during sessions and implementation of incentives. More detail can be found in Annex 1.

## Strategy for a gender-responsive IUCN World Conservation Congresses

Out of the 27 KPI identified under the specific strategy for Congress, 15 were met, 7 were partially achieved and 4 non at all. The specific objectives for the Congress set by Council relate mostly to the Assembly and governance processes. Looking at nominations and elections, the gender balance has generally improved compared to the 2016 Congress. While in 2016 only 30% of the candidates for elections were female, in 2021 the percentage went up to 35% with some regions being fully balanced (Meso & South America and West Europe). Nonetheless, 4 out of 8 regions still had significantly more men as candidates (Africa, East Europe, South and East Asia, West Asia) and one of them had only male candidates.

Looking at the elections, things have improved even more. While in 2016, the ratio of elected candidates was less balanced than for nominations (28% female/ 72% male elected candidates), in 2021 the opposite was true with almost a balanced Council as shown in Figure 4.

Figure 4 Gender balance of all elected Council members



For sponsored delegates the gender ratio was similar to 2016 with an almost balanced participation (48% female, 52% male compared 50 / 50 in 2106) but due to the pandemic there were fewer sponsored delegates onsite overall than in 2016.

The nomination of Heads of Delegation by the IUCN Member organisations continues to favour men. While almost 42% of the Membership did not send their own Head of Delegation but gave a proxy to other Members, of those present only 33% nominated a woman as their head (similar to 2016 with 35% women). The KPIs who were not met relate mostly the promotion of a gender-responsive Assembly during the plenary sittings by the Chair and monitoring of engagement by attendees in the discussions. More details can be found in Annex 2.

## Highlights of the KPI for Anti-harassment policy for IUCN events

Out of the 12 KPIs for the Anti-harassment policy, 10 were fully met, 1 partial and 1 was not applicable. The new Anti-harassment policy for IUCN events was communicated to all stakeholders through various means (website, supplier and sponsor contracts, online forms for speakers and participants, Congress newsletter, etc.) and also presented verbally in various briefing sessions. The Host Country strongly supported this and ensured that the policy and procedure was referenced in all public tenders and supplier contracts. In addition, the Host Country placed a strong emphasis on onsite communication by recalling the anti-harassment contact information through signage throughout the venue as well as on the backside of the participant badges.

Any cases that were reported were all duly investigated by the respective HR Focal point both for the Global Youth Summit, taking place in April 2021, as well as for the Congress. Appropriate actions were taken for all cases where a breach of the policy was confirmed.

One of the staff from the venue Parc Chanot pointed out to IUCN that working for the IUCN Congress was a much more pleasant experience because the interactions with all suppliers and other stakeholders was more respectful and she attributed this to the strong emphasis that IUCN and the Host Country had put on the anti-harassment policy. More details can be found in Annex 3.

Figure 5 Text shown on the onsite participant badges



## Annex 1 - Key Performance indicators on gender strategy for IUCN events

| Purpose: To track achievements/results for the implementation of the Gender strategy for IUCN events per event   |  |  |   |  |   |   |
|--|--|--|---|--|---|---|
| Event Metadata   |  |  |   |  |   |   |
| Event title:   | IUCN World Conservation Congress 2021    |  |   |  |   |   |
| Event location:  | Parc Chanot, Marseille, France           |  |   |  |   |   |
| Participant info:  | 5700 onsite, 3500 online, 25000 visitors |  |   |  |   |   |
| Speaker info:  | 1220                                     |  |   |  |   |   |
| Event date:  | 3 - 10 September 2021                    |  |   |  |   |   |
| Staff recording information:   | team                                     |  |   |  |   |   |
| Date prepared:   | 16 December 2021                         |  |   |  |   |   |
| Strategic objective  | Event phase                              | Indicator (I)  | Applicability   | Status (S)<br>[Yes/Partially/ No/<br>Not applicable] | Actual ratio (female/male)  | Comment   |
| Promote and strive for equal participation of all men and women as well as equitable interventions/speaking time | Pre-event                                | I 1.1<br>Gender strategy and related guidelines easily accessible on event website or regularly communicated to relevant stakeholders            | All events  | Yes  | Not applicable  | published under <a href="https://www.iucncongress2020.org/about/inclusive-event">https://www.iucncongress2020.org/about/inclusive-event</a> since April 2019 (entire page on inclusiveness of the Congress); referenced in all supplier contracts, exhibitor contracts, registration system, Call for proposals, etc. We promoted this page on the website homepage from February to end of May 2019. We also promoted this page in several newsletters sent to all participants  |
|  | Pre-event                                | I 1.2<br>Targeted invitations issued to men and women followed by targeted follow-ups in case of imbalances                                      | Events with at least 100 participants organised by Secretariat staff, Commissions | Partially  | Not measured specifically of the invitations but indeed once answers received   | invitations are open for anybody registering via Congress newsletter<br>Speakers were invited based on their capacity to present the issues and topics, as well as on the basis of representation of a diversity of voices. Imbalances were corrected regularly to ensure such diversity, including gender of course.   |
|  | Pre-event                                | I 1.3<br>Guidelines developed and shared with partner organisations and moderators about equitable engagement and participation of all attendees | Events with at least 100 participants organised by Secretariat staff, Commissions | Yes  | Not applicable  | promoted in general under <a href="https://www.iucncongress2020.org/about/inclusive-event">https://www.iucncongress2020.org/about/inclusive-event</a><br>Guidelines with mention of gender developed for<br>a) Selection criteria for Call for proposals<br><a href="https://www.iucncongress2020.org/sites/www.iucncongress2020.org/files/iucn_staff/pages/iucn_world_conservation_congress_2020_-_selection_criteria_for_forum_events.pdf">https://www.iucncongress2020.org/sites/www.iucncongress2020.org/files/iucn_staff/pages/iucn_world_conservation_congress_2020_-_selection_criteria_for_forum_events.pdf</a><br>b) Social events call<br><a href="https://www.iucncongress2020.org/sites/www.iucncongress2020.org/files/iucn_congress_2020_guidelines_call_for_social_cultural_events_private_meetings_en_june2020.pdf">https://www.iucncongress2020.org/sites/www.iucncongress2020.org/files/iucn_congress_2020_guidelines_call_for_social_cultural_events_private_meetings_en_june2020.pdf</a><br>c) Exhibitors<br><a href="https://www.iucncongress2020.org/sites/www.iucncongress2020.org/files/page/files/guidelines_for_exhibitors_en_final_15may2020.pdf">https://www.iucncongress2020.org/sites/www.iucncongress2020.org/files/page/files/guidelines_for_exhibitors_en_final_15may2020.pdf</a> |
|  | Pre-event                                | I 1.4<br>Obstacles preventing women participation identified and addressed   | All events  | No   | Not applicable  |   |
|  | Pre-event                                | I 1.5<br>Gender parity criteria applied when selecting organising staff  | All events  | Yes  | 65% female/35%male overall and for managers: 52%female/48%male;   | Gender and regional balance where used as criteria when organising staff was selected however while there was overall a good balance - there were strong discrepancies per functional area with Logistics, Forum and HR having more than 70% female staff and IT having 100% male; the same discrepancy applies for managers from these functional areas with exception of Forum where discrepancy goes to the opposite (74% male managers)   |
|  | Pre-event                                | I 1.6<br>Gender parity criteria applied when selecting volunteers  | Events where volunteers are selected  | Partially  | 31.9% f / 68.1% m   | strong over representation of females; overall there were not enough volunteers available making it almost impossible to make a selection   |
|  | Pre-event                                | I 1.7<br>Gender parity criteria applied when appointing governance bodies  | Events with specific governance bodies  | Partially  | 30%/70%   | CPC has 4 female members and 9 male members but the Chair is female; Steering Committee had 3 women and 9 men   |
|  | Pre-event                                | I 1.8<br>Method developed to inclusively track and measure gender identity (female/male/other/prefer not to say)                                 | All events  | Yes  | Not applicable  | Registration form; detailed data on sheet "Participants" overall ratio:<br>Female/Male/Gender non-confirming/not disclosing: xxxx but with great discrepancies by participant category  |
|  | Onsite                                   | I 1.9<br>Moderators/chairs gave equal visibility to men and women  | All events  | No   | Not applicable  | not tracked but this was included in information/guidance to facilitators   |
|  | Onsite                                   | I 1.10<br>Engagement of attendees in discussion is monitored and equitable and respective incentives or sanctions are applied                    | All events  | No   |   | Not enforced as such as there was no measurement tool or metric.  |
|  | Onsite                                   | I 1.11<br>Data on gender identity of actual onsite participants is collected (female/male/other/prefer not to say)                               | All events  | Yes  | Onsite: 49% Female / 51% Male / 0.16 gender non-conforming / 0.8 no disclosure<br>Online: 55% Female / 43% Male / 0.3 gender non-conforming / 1.6 no disclosure | Overall registration of participants was very balanced but there are discrepancies as follows:<br>Onsite:<br>- region: Africa, East Europe and West Asia had only between 31 and 27.7% women and Oceania only 20% (however only 19 individuals onsite for Oc.)<br>- category: VIPs have only 34% women and Youth were more than 66% female<br>Online:<br>- region: East Europe and North America had less than 35% men online<br>- category: Staff and VIP were less than 40% men, Youth had less than 30% men  |

| Strategic objective   | Event phase         | Indicator (I)  | Applicability                         | Status (S)<br>[Yes/Partially/ No/<br>Not applicable] | Actual ratio (female/male)   | Comment   |
|---|---------------------|--|---------------------------------------|--|--|---|
| Strive for gender parity in selection of speakers and composition of panels                         | Pre-event           | I.2.1 Number of speakers invited for each session was balanced 50/50 (f/m)   | Events with at least 100 participants | Yes  | Nearly totally balanced  | Total numbers of invites not available, especially due to the 2 postponements (many declined invitations). But on site speaker balance was nearly 50%/50%.  |
|   | Pre-event           | I.2.2 Data on gender identity of speakers/panellists collected   | Events with at least 100 participants | Yes  | Not applicable   | Gender question is a mandatory question on speaker profile form   |
|   | Onsite              | I.2.3 Number of speakers/panellists participating in each session was balanced 50/50 (f/m)   | Events with at least 100 participants | Yes  | 593 were female (49%), 590 male (49%) 2 gender-nonconforming (0.1%), 35 (0.5%) with no indication for featured speakers the ratio is 50:50 (29/29) | in terms of nationality, with the exception of East Europe where only 25% of the speakers confirmed are male (75%/female) and West Asia were only 33% were female, the gender balance for speakers with nationalities linked to all other regions is balanced between 39% /61% to 60 % / 40% however - it is not possible to determine what the gender balance per session was  |
|   | Onsite              | I.2.4 No single sex panel/session was held during the entire event   | All events                            | Yes  | Not applicable   | None that we were made aware of, and none on paper.   |
| Put in place measures that allow attendees to experience and event free from any harassment         | N/A                 | Refer to anti-harassment KPI   |                                       |  |  |   |
| Prevent sexism and combat gender stereotypes to ensure that gender inequalities are not perpetuated | Pre-event           | I.3.1 Chairs/Moderators/Facilitators trained on how to detect and counter casual sexism  | Events with at least 100 participants | No   | Not applicable   | Not possible given that we had no resources to either develop the tools or provide the training itself. However, gender dimensions were highlighted everywhere, from the selection of sessions to the facilitators training of organizers.  |
|   | Onsite              | I.3.2 No session perpetuated gender stereotypes/sexism   | All events                            | Yes  | Not applicable   | None that we were made aware of, and none on paper.   |
| Ensure that a gender perspective will inform session planning                                       | Pre-event           | I.4.1 Where applicable, event/session agenda had a clear gender focus (exploration of how topic affects women and men differently)                 | Events with at least 100 participants | Partially  | Not applicable   | Several events focused on this dimension. Use of Gender as key word and "gender" in title or description generates a list of 5 sessions that are explicitly about this dimension.   |
|   | Pre-event           | I.4.2 Gender champions identified amongst attendees and engaged in relevant processes  | Events with at least 100 participants | No   | Not applicable   | IUCN did not use gender champions but several activists voices were given a platform and Christine Lagarde specifically mentioned the balance on her panel as being a rare occurrence in her usual spheres  |
| Promote and advance IUCN's work and policies on gender in conservation and sustainable development  | Pre- and post-event | I.5.1 Communication and messaging on event was gender-responsive   | All events                            | Yes  | Not applicable   | When planning communications, gender balance was respected. For ex, for the IPO newsletter, we interviewed as much women than men. Same principle was also respected when planning and implementing the testimonial videos series. 42% of the interviews showcase women and 58% are showcasing men. Newsletters were not sent unless there was at least one female contributor.   |
|   | Pre- and post-event | I.5.2 Communication and messaging on event featured gender issues (Content and implementation of this strategy)                                    | Events with at least 100 participants | Yes  | Not applicable   | Specific newsletter ahead on Congress on Women as key players in conservation <a href="https://civircm.iucn.org/civircm/mailling/view?id=3590&amp;reset=1">https://civircm.iucn.org/civircm/mailling/view?id=3590&amp;reset=1</a> ; Several other stories on women and conservation promoted like <a href="https://www.iucncongress2020.org/newsroom/all-news/indigenous-women-and-conservation-ecuadorian-amazon?utm_source=iucn-newsletter&amp;utm_medium=email&amp;utm_campaign=202008-IPO&amp;utm_content=Indigenous-women-and-conservation-in-the-Ecuadorian-Amazon">https://www.iucncongress2020.org/newsroom/all-news/indigenous-women-and-conservation-ecuadorian-amazon?utm_source=iucn-newsletter&amp;utm_medium=email&amp;utm_campaign=202008-IPO&amp;utm_content=Indigenous-women-and-conservation-in-the-Ecuadorian-Amazon</a> and <a href="https://www.iucncongress2020.org/newsroom/all-news/restoration-atlantic-forest-important-combating-climate-crisis-and-women-are?utm_source=iucn-newsletter&amp;utm_medium=email&amp;utm_campaign=202106-accelerating-climate-change-adaptation-and-mitigation&amp;utm_content=The-restoration-of-the-Atlantic-Forest">https://www.iucncongress2020.org/newsroom/all-news/restoration-atlantic-forest-important-combating-climate-crisis-and-women-are?utm_source=iucn-newsletter&amp;utm_medium=email&amp;utm_campaign=202106-accelerating-climate-change-adaptation-and-mitigation&amp;utm_content=The-restoration-of-the-Atlantic-Forest</a> |
| Strategy implemented  | Pre-event           | I.6.1 Specific strategy for gender-responsive event developed and implemented or general Gender mainstreaming strategy for IUCN events implemented | Events with at least 100 participants | Yes  | Not applicable   | Annex 1 - Strategy for gender-responsive IUCN World Conservation Congresses included and approved by Council - see <a href="http://www.iucncongress2020.org/files/iucn_staff/pages/gender_mainstreaming_strategy_for_iucn_events_v1.0_and_annex_1.pdf">http://www.iucncongress2020.org/files/iucn_staff/pages/gender_mainstreaming_strategy_for_iucn_events_v1.0_and_annex_1.pdf</a>  |
|   | Post-event          | I.6.2 Final status on gender objectives for the events were publicly communicated  | Events with at least 100 participants | Yes  | Not applicable   | Yes. Will be published on Congress website and also partially included in Congress outcomes brochure.   |
|   | Post-event          | I.6.3 Recommendations for future improvements developed  | Events with at least 100 participants | No   | Not applicable   | Remains to be done for planning of next event   |

## Annex 2 - Key Performance indicators on Strategy for gender-responsive IUCN World Conservation Congresses

**Purpose:** To track achievements/results for the implementation of the Strategy for gender-responsive IUCN World Conservation Congresses

|   |             | Event Metadata   |                         |  |  |  |
|---|-------------|--|-------------------------|--|--|--|
| Event title:  |             | IUCN World Conservation Congress 2021  |                         |  |  |  |
| Event location:   |             | Parc Chanot, Marseille, France   |                         |  |  |  |
| Participant info:   |             | 5700 onsite, 3500 online, 25000 visitors   |                         |  |  |  |
| Speaker info:   |             | 1220   |                         |  |  |  |
| Event date:   |             | 3 - 10 September 2021  |                         |  |  |  |
| Staff recording information:  |             | Congress team  |                         |  |  |  |
| Date prepared:  |             | 16 December 2021   |                         |  |  |  |
| Strategic objective   | Event phase | Indicator (I)  | Focal point             | Status (S)<br>[Yes/Partially/ No/<br>Not applicable] | Actual ratio (female/male)                   | Comment  |
| a. Strive for gender parity in participation                        | Pre-event   | 1. Design IT systems in a way that is inclusive for men, women and those with another gender identity and allow to monitor gender parity;  | Congress Unit           | Yes  | Not applicable                               | Registration forms and speaker forms include question on gender (mandatory) and have four options: Male/Female/Gender non-conforming/Prefer not to disclose  |
|   | Pre-event   | 2. Ensure that the gender responsive objective of the Congress is adequately profiled on the Congress website and Congress material. Ensure that the Gender mainstreaming strategy for IUCN events (this document), and other relevant documents, are profiled and easily accessible from the Congress website;              | Communicatio<br>ns Unit | Yes  | Not applicable                               | Promoted via <a href="https://www.iucncongress2020.org/about/inclusive-event">https://www.iucncongress2020.org/about/inclusive-event</a> since May 2019 and included in guidelines for sessions, exhibitors (Sep 2019), Call for proposal guidelines (May 2019), etc   |
|   | Pre-event   | 3. Ensure that all staff involved are aware of IUCN gender policies and relevant staff have gender mainstreaming responsibilities specifically included in their Terms of Reference;   | Congress Unit           | Yes  | Not applicable                               | sent by DG to all staff in March 2019, published on Union portal;<br>included in staff guidance note published in August 2021 as well as referenced in the pre-Congress and onsite staff induction   |
|   | Pre-event   | 4. Publicly share data on gender parity status for the various objectives;   | Congress Unit           | No   | Not applicable                               | done only post-Congress  |
|   | Pre-event   | 5. As necessary, implement special measures, where feasible, to further gender parity (i.e. special sponsorship programme, seating arrangements in the plenary hall, etc.);  | Congress Unit           | Not applicable                                       | Not applicable                               |  |
|   | Pre-event   | 6. Convey message to Members on targets for the composition of delegations and decision-making bodies;   | Unit                    | Partially  | Not applicable                               | Equal participation by men and women was mentioned in guidelines for accreditation and sponsored delegates sponsorship, and also included in Council's call for nomination accreditRegarding the decision making bodies, the message from the CPC Chair (20th Feb 2020) to Council requesting them to nominate candidates to join the Congress Committees, she made an emphasis on the need for gender balance in each committee and across the chairs of all Congress Committees. |
|   | Pre-event   | 7. Include gender parity objective in guidelines for sponsored delegates and accreditation and monitor Membership status to trigger pro-active reminders to Members as necessary;  | Unit                    | Yes  | Not applicable                               | Was included in selection criteria and guidelines for sponsored Members and in guidelines for accreditation.<br><u>Actual results:</u><br>a) Sponsored Members: Onsite participation: 48% Female / 52% Male.<br>Online participation: 37.9% Female / 61.6% Male (+one gender non-confirming)<br>b) Heads of Delegation: Female 19.32% / Male 38.05% and 42.04% of Members gave proxy (no head of delegation)   |
|   | Pre-event   | 8. Ensure that presentation of speakers and VIPs on the website is equitable and inclusive.  | Communicatio<br>ns Unit | Yes  | Not applicable                               | Ratio was almost parity. Presentation was randomly arranged but featured as many men as women in the list of "featured speakers"   |
|   | Pre-event   | 9. Ensure that composition of panels/speakers in events organised by the Secretariat achieve gender parity;  | Forum team              | Yes  | 49% Women<br>51% Men                         | The overall ratio is near parity. Some sessions less balanced than others so the key figure will be the overall ratio in HL sessions (because of their increased visibility)   |
|   | Pre-event   | 10. Prepare and promote guidelines for session organisers on how to include gender issues in the programme and how to ensure gender parity in panels/speakers;   | Forum team              | Partially  | Not applicable                               | The Gender Office could not provide guidelines because of lack of internal resources   |
|   | Pre-event   | 11. Event organisers should commit to gender parity in their events and organisers who fail to do so, will not be prioritised;   | Forum team              | Partially  | This was included in the selection criteria. | The selection of events was based - among other criteria, on meeting gender balance. The inclusion of gender-related content was also prioritized.   |
|   | Pre-event   | 12. Ensure that session organisers, speakers and participants are aware of gender responsive objective of Forum as well as anti-harassment policy (including through the Forum website; at the Forum venue including with badges and appropriate signage; as well as in relevant written material including Forum schedule); | Forum team              | Yes  | Not applicable                               | A tick box was added to the proposal submission form.<br>The website and signage also present the IUCN policies.   |
| Promote gender as an important issue in the content of the Congress | Pre-event   | 13. Include gender considerations in planning for communications and messaging;  | Communicatio<br>ns Unit | Yes  | Not applicable                               | When planning communications, gender balance was respected. For ex, for the IPO newsletter, we interviewed as much women than men. Same principle was also respected when planning and implementing the testimonial videos series. 42% of the interviews showcase women and 58% are showcasing men.<br>Newsletters were not sent unless there was at least one female contributor.   |
|   | Pre-event   | 14. Work with the Global Gender Office to include gender issues in content and programme of the Forum;   | Forum team              | Partially  | Not applicable                               | This remains to be implemented but several sessions are specifically about Gender issues, and were prioritized. The GGO's sessions are also included in the list of priorities.  |
|   | Pre-event   | 15. Submit proposals that promote gender parity in composition of Congress Committees to the Assembly Council for approval;  |                         | Partially  | 38% / 62% for all Committees                 | Requirement included in emails sent by the CPC Chair to Council asking for proposals for Committee composition.<br>Steering Committee had 3 Female vs 9 male;<br>Resolutions Committee had 4 female vs 6 male;<br>Credentials Committee had 3 Female vs 3 male;  |

| Strategic objective  | Event phase   | Indicator (I)   | Focal point     | Status (S)<br>[Yes/Partially/ No/<br>Not applicable] | Actual ratio (female/male)  | Comment  |
|--|---------------|---|-----------------|--|---|--|
| Strive for gender parity in the governance of the Congress | Pre-event     | 16. Include gender parity objective in guidelines for nomination of candidates and in Terms of Reference of the Election Officer for monitoring of status gender parity in nominations;   | Council         | Partially  | Not applicable  | <b>Included in TOR for all positions FOR Council:</b><br>see pdfs linked from <a href="https://www.iucncongress2020.org/nomination/candidates">https://www.iucncongress2020.org/nomination/candidates</a> .<br>No mention in Election Officer TOR : <a href="https://www.iucncongress2020.org/sites/www.iucncongress2020.org/files/iucn_staff/pages/tor_of_the_2020_congress_election_officer.pdf">https://www.iucncongress2020.org/sites/www.iucncongress2020.org/files/iucn_staff/pages/tor_of_the_2020_congress_election_officer.pdf</a>  |
|  | Pre-event     | 17. Actively encourage Members to nominate female/male candidates for Council/Commissions in Council cases where there is an imbalance in nominations;  | Council         | Yes  | Not applicable  | 1. The Election Officer wrote to all Members on the 8th December 2019, making an emphasis to paragraph 19 of the Strategy for gender responsive Congresses...quote 'requests that Members be encouraged to nominate female/male candidates for Council in cases where there is an imbalance in nominations.'<br>2. Messages from acting DG inviting Members in all Categories to nominate suitable candidates, also made an emphasis on gender balance.<br>3. The system for nominating Regional Councillors included mandatory question on the gender of the candidate with four options: Male/Female/Gender non-conforming/Prefer not to disclose.<br>4. The Message to Members through the IUCN Digest, also emphasized on the need for gender balance during Candidate nomination for all the Council positions.<br>5. Strategy for gender responsive Congresses has been available on the website since its launch. |
|  | Pre-event     | 18. Actual gender ratio for Commission Chairs nominations   | Council         | Yes  | 57% / 43%   | Tab "Elections and Nominations"<br>4 female and 3 male   |
|  | Pre-event     | 19. Actual gender ratio for Regional Councillors nominations  | Council         | Partially  | 33% / 67%   | Tab "Elections and Nominations"<br>13 female / 27 male but with big discrepancies from region to region: balanced in SUR and West Europe; in North America 33% female/ 67% male and Oceania 67% female/33% male; in all other regions only 0-25% female candidates   |
|  | Pre-event     | 20. Actual gender ratio for presidential nominations  | Council         | Yes  | 33% / 67%   | 1 female, two male candidates  |
|  | Pre-event     | 21. Actual gender ratio for Treasurer nominations   | Council         | No   | 0% / 100%   | Only one male candidate  |
|  | Onsite        | 22. Plenary Chair to promote Members' Assembly as a Gender Responsive Assembly;   | Council         | No   | Not applicable  | <i>The development of the gender tracking app in terms of verbal interventions in a sitting was not pursued further and given the travel restrictions due to COVID, the Plenary Chairs did not did not give focus on Gender representation but rather on Membership representation.</i>  |
|  | Onsite        | 23. Union Development Group will monitor engagement of attendees in plenary discussions as well as contact groups and, as necessary, suggest to the Steering Committee to apply incentives and/or sanctions (i.e. speaking time, etc.); and | Membership Unit | No   | Not applicable  | This was not tracked in 2021<br>For future Congress, IUCN could add incentives in the participation of the contact groups which the facilitator should monitor.  |
|  | Onsite        | 24. Union Development Group will engage with delegations and/or National or Regional Committees in case their organisation/countries lack gender balance.   | Membership Unit | Yes  | 19.32% / 38.05% - 42.04%<br>Members gave a proxy and therefore had no Head of delegation designated | Communication to Members was sent encouraging Gender representation for the heads of delegations.  |
|  | Onsite        | 25. Actual gender ratio for Commission Chairs   | Council         | Yes  | 67% / 33%   | 4 female and 2 male  |
|  | Onsite        | 26. Actual gender ratio for Regional Councillors and Council overall  | Council         | Yes  | 47% / 53% for full Council<br>435 / 57% for Regional Councillors                                    | overall Council: 17 female and 19 male candidates elected<br>Regional Councillors only: 12 female and 16 male  |
| General  | Post-Congress | 27. Union Development Group will report back publicly on level of achievement of the specific objectives as well as recommendations for future improvement in line with best of class practice.   | Congress Unit   | Yes  | Not applicable  | Published on Congress website and Congress archive in Dec 2021   |

## Annex 3- Key Performance indicators on anti-harassment policy for IUCN events

| Purpose: To track achievements/results for the implementation of the Anti-harassment policy for IUCN events per event |  |  |                                       |   |   |
|---|--|--|---------------------------------------|---|---|
| Event Metadata  |  |  |                                       |   |   |
| Event title:  | IUCN World Conservation Congress 2021            |  |                                       |   |   |
| Event location:   | Parc Chanot, Marseille, France                   |  |                                       |   |   |
| Participant info:   | 5700 onsite, 3500 online. 25'000 visitors; youth |  |                                       |   |   |
| Speaker info:   | 1220   |  |                                       |   |   |
| Event date:   | 03/09/2021 to 11/09/2021                         |  |                                       |   |   |
| Staff recording information:  | Pamela Grasemann, Congress Manager and Maud      |  |                                       |   |   |
| Date prepared:  | 16 December 2021                                 |  |                                       |   |   |
| Strategic objective   | Event phase                                      | Indicator (I)  | Applicability                         | Status (S) [Yes/ Partially/ No/ Not applicable] | Comment   |
| Anti-harassment policy implemented  | Pre-event  | Identify a focal point responsible for handling harassment cases for the event through its local HR department.  | Events with at least 100 participants | Yes   | The HR Business Partner Maud Pitoiset was appointed as focalpoint in 2019 and received emails sent to iucnevents@ethicsline@iucn.org together with a second HR colleague who supported her in this capacity.  |
|   | Pre-event  | Prepare a specific reporting procedure for the event as Annex 1 to this policy.  | Events with at least 100 participants | Yes   | Reporting procedure directly included as Annex 1 of the Policy - see <a href="https://www.iucncongress2020.org/sites/www.iucncongress2020.org/files/iucn_staff/pages/anti-harassment_policy_for_iucn_events_-_22_march_2019_annex_1.pdf">https://www.iucncongress2020.org/sites/www.iucncongress2020.org/files/iucn_staff/pages/anti-harassment_policy_for_iucn_events_-_22_march_2019_annex_1.pdf</a>  |
|   | Pre-event  | Ensure that all staff involved in the organisation of the event are adequately briefed about this policy.  | All events                            | Yes   | Information shared with all IUCN staff global by DG in March 2019, published in Union portal, included in Staff Guidance note published in August 2021; and presented both in pre-Congress online and onsite induction meetings   |
|   | Pre-event  | Tracking system as well as process for receiving anonymous reports established by HR focal point   | Events with at least 100 participants | Yes   | Anonymous reports can be submitted via +41229990349 or the email address; Tracking done by HR both for Youth Congress in April 2021 and onsite Aug/Sep 2021   |
|   | Post-event                                       | Anonymized report prepared and shared with management team; the report describes the number and general nature of cases reported and how they were addressed; specify whether/how many cases were reported to local authorities  | Events with at least 100 participants | Yes   | Report was shared with CHRO and DDG Corporate services on 11 November   |
| Measures implemented to prevent any form of harassment  | Pre-event  | Policy and the Annex 1 promoted to all participants prior to the event including but not limited to making the policy easily accessible via the event website (if applicable), including a formal acceptance during the registration process (if applicable), special communication (emails, newsletters, etc.). | All events                            | Yes   | Published on the Congress website <a href="https://www.iucncongress2020.org/about/inclusive-event">https://www.iucncongress2020.org/about/inclusive-event</a> Referenced in the registration system with a mandatory checkbox for all participants to confirm that users have read it and will comply with it Included in the speaker sign up system with mandatory check box Included in all supplier contracts and exhibitor and sponsor contracts Referenced in Newsletter sent out on 20 August to all registered participants and newsletter subscribers   |
|   | Onsite   | Policy and the Annex 1 promoted to all participants during the event including but not limited to onsite communication (emails, newsletter, badges, presentation slides) as well as special signage, if applicable   | All events                            | Yes   | Referenced on back of the badge printed with contact number; several onsite signage also made reference to the reporting procedure  |
| Adequate response to harassment cases   | Pre-event  | All reported cases were investigated and addressed within 5 working days   | All events                            | Yes   | One case prior to Congress during set-up, which was addressed within 5 days   |
|   | Pre-event  | Actions were taken to stop harassing behaviour (warning of participants, revoking of registration, etc.)   | All events                            | Yes   | The only pre-event case resulted in the person being banned from the event  |
|   | Onsite   | All reported cases were investigated and addressed within 24hours  | All events                            | Partially                                       | Congress: Out of 3 cases, two were addressed later since they were reported on the day of closure. One was addressed with 72 hours, and one within 10 days.<br>Youth Summit: 3 cases during Youth Summit in April 2021 addressed within the deadline  |
|   | Onsite   | Actions were taken to stop harassing behaviour (warning of participants, revoking of registration, expulsion from venue, etc.)   | All events                            | Yes   | Youth summit: 3 cases, investigations were conducted and resulted into the following actions:<br>- removal of the participants from the online event in two cases<br>- warning of the participant from the organiser in one case<br><br>Congress itself: 4 cases reported; In all cases, investigations were conducted and resulted into the following actions: removal of individual from venue (1 case), one case was not a breach of policy, one case could not be fully investigated as identity of person who allegedly misbehaved could not be determined; one case: identity of all protagonists was not disclosed |
|   | Onsite   | All incidents reported to local police as mandated by applicable law and support provided to aggrieved person who wanted to report harassment to local police  | All events                            | Not applicable                                  | None of the incidents reported requested police intervention.   |