

### Gender Equality at the Global Forum Association

The Global Forum Association is an independent and non-profit association of people and organizations around the world sharing a common agenda in the field of digital development.

The Global Forum Association can look back on 30 years of successful networking and has grown into an international association with truly worldwide reach. The association emerged from the international, high-level networking event of the same name, taking place each year in a different country and bringing together a diversified audience of over 300 delegates from 30+ countries composed of key stakeholders and decision-makers at the interplay of technology, sustainability and humanity. Key objectives are to nurture the network of experts in the field of digital development, facilitate networking, and explore opportunities for collaboration, co-operation, and co-creation.

Within this dynamic and collaborative environment, the Global Forum Association brings together a varied group individuals from around the globe. Against this backdrop, diversity represents a core value at Global Forum and diversity, inclusion and gender equality principles are integrated values of every aspect of our work.

The Global Forum Association, led by a woman President and a woman Vice-president, puts a gender equity perspective across all its actions— whether in terms of ensuring a gender-equitable board and equal participation in physical or online events, in terms of the management and actors of the different thematic groups of the Association or in terms of the people involved in the projects Global Forum working on.

## Public Commitment to Gender Equality

That present work has been discussed internally and peer reviewed. The Gender Equality Plan has been endorsed by the Global Forum's Association's Board in January 2024.

The Gender Equality Plan is available for download in the Resources section of the Global Forum's website (<https://globalforumstf.org/resources/>).

A news article announcing the endorsement and the availability of the Gender Equality has been published in the Global Forum's blog (<https://globalforumstf.org/blog-news/>) on 31 January 2024.

## Dedicated Resources

As stated above, the Global Forum Association focuses on diversity, inclusion and gender equality within its different thematic working groups, its administrative and advisory board, as well as with regards to the participants involved in onsite and offsite events, and the staff involved in common cooperation projects.

This is ensured in the highest level of the Global Forum's Board: The Global Forum President, Vice-president and supportive staff allocate a specific amount of their time to gender equality, diversity and inclusion. The status and progress of related matters are reported on a regular basis to the Advisory Board.

A board representative will be designed to monitor and at any sign of gender inequality within the organisation or in external relations, call attention to the matter.

## Arrangements for Data Collection and Monitoring

The Global Forum Association regularly monitors the status of women and men in the different areas mentioned above and provides key figures on what has been accomplished with regards to gender balance on an annual basis in the association's annual report.

The equality plan is evaluated every three years and revised by the Advisory Board if necessary.

## Training and Capacity-Building

The Global Forum Association regularly addresses topics related to raising awareness around unconscious gender bias both in leadership and specific thematic focus areas of the Global Forum within its different thematic webinars.

In addition, for many years now, one session of the annual Global Forum onsite event, has been explicitly dedicated to the issue of "Women in Tech".

## GEP-Related Actions and Activities in other Areas

Gender equality, diversity, and inclusion - the opposition to discrimination in general, respect and the recognition of the full potential of every individual are integral components of the Global Forum's core values.

The Global Forum Association is dedicated to fostering an internal culture, organizational mode, and partner relations that contribute to the development of an innovative and dynamic society, emphasizing inclusivity and equality.

With this respect, Global Forum Association is committed to the following objectives, directions, and actions within the following areas:

### Work-life balance and organizational culture

- Promote innovation and organisational and other solutions in support of equal opportunities.
- Inform all staff members about pertinent gender related health issues and countering measures.
- Recognise that due to individual circumstances or various external causes, such as pregnancy, child leave, care leave, illness or other force majeure situations, staff members may have a greater need for more time for their private lives
- Ensure information and access to parenting rights and initiate a reflection on the facilitation of childcare arrangements for all staff members, and allow for flexible work schedules to accommodate the same.
- Welcome breastfeeding during the child's first year and a half during internal meetings, but also during international Global Forum onsite events.

## Gender equality in recruitment and career progress

- Ensure equitable career development through fair representation of women and men for advancement and promotion.
- Strive for team diversity and systematize the publication of inclusive job descriptions.
- Guarantee a non-discriminatory recruitment process (composition of the jury, candidates received, questions asked, etc.).
- Ensure no improper influence on women vs. men in thematic conversions regarding work time arrangements, leave of absence, or maternity/paternity choices of employees.
- Encourage and facilitate the assumption of responsibilities by women.
- Promote women's careers through active mentoring.
- Promote women's access to professional networks

## Measures against gender-based violence

- Promote awareness-building and training programs for staff and partners to cultivate a shared culture that strongly opposes any derogatory behaviors. This involves the promotion of gender equality and **equipping** individuals with practical strategies to address and counteract instances of violence, psychological or sexual harassment, sexist behavior, and any form of discrimination.

## Use of Gender Sensitive Communication

- Use a gender-neutral and generally inclusive language in internal and external communications. Gender-sensitive communications in print, visual, and social media channels are developed by taking into consideration the positioning, language, style, and visuals.