

INCLUSION IN DIALOGUE PLEDGE



Building an equal and a just society requires inclusion of all voices and representation from all walks of life. It entails giving people from diverse and marginalized backgrounds an opportunity to be heard. Women, youth, marginalized communities, people with disabilities, and sexual minorities continue to be underrepresented in public forums, events, and webinars. We must recognize different expertise and experiences in our society, including differing views.

Representation matters. Ensuring voice and leadership of all groups irrespective of their sex, gender, age, socio-economic background, and geography will counter singular and stereotypical narratives. Promoting inclusion is critical to advancing the principle of *Leaving No One Behind (LNOB)* envisioned in the 2030 Agenda.

Today on International Women's Day we join together in recommitting to the equal participation of all women in all aspects of life, and to improving the representation and leadership of women and marginalized groups in dialogue.



**GENDER EQUALITY
TODAY FOR A
SUSTAINABLE
TOMORROW**

8 March 2022

#IWD2022

CHECKLIST FOR ORGANIZERS

1 Ensure inclusive representation among both speakers and participants when planning events.

Some of the categories that can be considered include:

- *Gender; age, geographical location (rural and urban); socio-economic status.*
- *Representatives from ethnic minority; persons with different types of disabilities; gender and sexual minorities; trans-community and sex workers; people living with HIV; migrant workers.*

2 Avoid all-male panels (manels) and increase women's representation in panels.

3 Support in creating a gender-responsive environment conducive to the participation of diverse panelists.

Some tips include:

- *When planning the timing of the event, exercise flexibility to accommodate participant's care responsibilities.*
- *If possible, ensure transportation, lodging support, physical access, and safety during travels and remuneration/per diem for people from economically marginalized groups.*
- *Extend needed support to speakers to enable access to meetings and the required preparation to strengthen the voice and agency of women and marginalized groups.*
- *Avoid tokenism, for instance with a single minority representative in a panel where all other participants are from majority groups.*

4 Consider prioritizing procurement of services and goods from women and minority groups owned businesses when organizing events.

5 Explore ways of including voices and perspectives of communities who have limited access to diverse platforms.

- *Where possible facilitate dialogue in English and Bangla. Include other indigenous languages, if possible.*
- *Use sign language interpretations, closed captioning, and other accessibility measures to facilitate access to persons with disabilities in panels, conferences, meetings.*

6 Promote gender-sensitive language and use of preferred pronouns (*she/her/he/him/they/their/ze*). If required, consider asking individuals their preferred pronouns.

CHECKLIST FOR PANELISTS

1 Encourage organizers to include diverse voices and perspectives in the event. If possible, share references of individuals and networks to enable greater inclusion of voices, expertise, and experiences.

2 Ask the organizer about the panel. If required, point out to the lack of inclusion in the forum hindering fair representation.

3 Promote the use of gender-sensitive language and preferred pronouns (*she/her/he/him/they/their/ze*).

¹UN and the development partners will monitor progress on the Inclusion in Dialogue commitment.