



## Promoting and supporting the leadership of young women within the UN

#Generation Equality: Realizing women's rights for an equal future

*Activation of the Generation Equality Campaign within the United Nations*

---

**Date:** 16 September 2019

**Time:** 13:15 – 14:30

**Venue:** UN Headquarters Conference Room 2

UN Women's multigenerational campaign "*Generation Equality: Realizing women's rights for an equal future*" brings together the next generation of women's rights activists with the gender equality advocates and visionaries who were instrumental in creating the Beijing Platform for Action more than two decades ago. The activation of the Generation Equality Campaign within the United Nations will initiate a discussion across the UN system on how we can deliver on the Generation Equality Campaign internally, focussing on the empowerment of young women within the organisation.

The United Nations Youth 2030 strategy center stages youth leadership across the organization and builds staff awareness and capacity on youth-related issues. In parallel, the UN Secretary-General has made gender parity a key priority and put forward the *System-wide Strategy on Gender Parity* which includes a clear roadmap, benchmarks and timeframes, to achieve parity across the system. While the UN has achieved important milestones on each area separately, a combined and targeted effort to address the intersectional challenges (including upward mobility) that young women face in the UN continue to be absent from strategic discussions. The activation of the Generation Equality campaign will serve as an opportunity for the UN to discuss the progress made enabling young women to excel on equal footing as their colleagues and the challenges that continue to hinder their professional development and career advancement.

It will be a moment of galvanization of the advocacy of the United Nations' young women to accelerate the actions needed to be taken by the organization to truly lead by example for the empowerment of young women. Equally, it will be a discussion on the structural changes needed by the organization to create an enabling environment for young women to fulfil their potential.

Like the campaign, the event will facilitate an intergenerational dialogue between young UN personnel, experts, private sector and high-level UN officials. It will focus on reverse mentorship and transfer of leadership initiatives discussing how these can play a critical role in supporting the career advancement of young women and ultimately contribute to closing the gender gap within the UN.

The event will discuss how mentorship initiatives are particularly transformative for young professionals, pointing to how the UN can seek inspiration from the private sector's success in harnessing the power of mentorship. By strengthening and expanding existing mentorship programmes, the UN can leverage a powerful way to support the leadership of young women in the UN.

**Objective:**



- Raise awareness of the #GenerationEquality campaign among the UN-system.
- Present the #GenerationEquality campaign and the key areas. Encourage young people to take action to advance the gender equality and empowerment of women
- Share of best practice and examples of mentoring programmes within and outside the UN system.
- Activate a system-wide discussion on how the UN can become a model of leadership in empowering young women within the organization, while holding itself accountable.

#### **Primary outcomes:**

- Heightened awareness and excitement among the UN Family of the Generation Equality campaign.
- A clear commitment from UN entities to empower and/or enhance empowerment of young women in the UN.
  - o The commitments could include a commitment from UN entities to analyze the numbers and positions of young women in their organization, consulting their young personnel (including interns and consultants) about how the organization could empower them, and putting in place improvements such as structural changes and mentorship programmes

#### **Format of the event:**

The format of the event will start off with spoken word from a group of young performers. This will be followed by a presentation of the main issues at stake by Ms. Minna Nurminen, UN Women. The moderator will then facilitate an interactive panel discussion with Q&A, calling upon different panellist that will include IBM CEO Virginia Marie "Ginni" Rometty, Ms. Jayathma Wickramanayake, Ms. Daniela Bas, Director, DESA's Division for Inclusive Social Development, Ms. Irem Tumer - a former Youth Innovation Fellow and the current Focal Point for Youth Leadership and Participation at UNFPA and Mr. David Bearfield, Director Of the Office of Human Resources at UNDP. The Executive Director of UN Women, Dr. Phumzile Mlambo-Ngcuka will make a call to action to all UN entities to become a leadership example in empowering young women.

#### **Participation from the field**

Participants from countries that are participating online will send their question in advance before the event.

#### **Panellists will include:**

- Dr. Phumzile Mlambo-Ngcuka - the Executive Director of UN Women
- Ms. Virginia Marie "Ginni" Rometty - the CEO of IBM
- Ms. Minna Nurminen, UN Women
- Ms. Jayathma Wickramanayake - The SG's Envoy on youth
- Ms. Daniela Bas, Director - DESA's Division for Inclusive Social Development
- Ms. Irem Tumer - Focal Point for Youth Leadership and Participation at UNFPA.
- Mr. David Bearfield - Director of the Office of Human Resources, UNDP



**Target group:**

Youth teams in UN entities, young personnel within the UN (young women in specific), Young UN, civil society organizations, high-level UN officials/entities and private sector actors with experience on mentorship initiatives.