



REFLECT. REALIZE. RESPOND.



Rising to New Challenges:
Accelerating Gender Parity
in Times of Crisis and Beyond

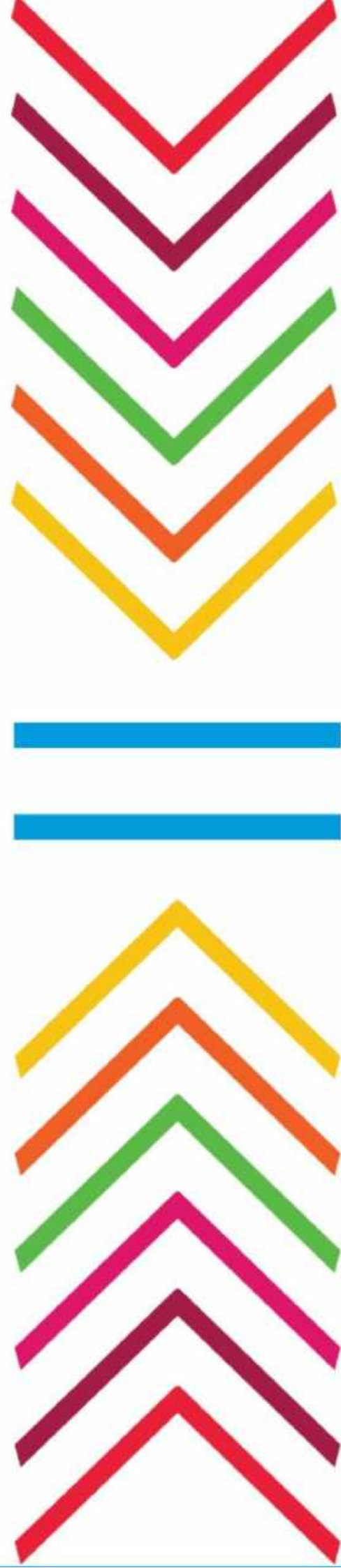
Global Annual Meeting of Gender Focal
Points and Focal Points for Women
October 5-7, 2020
@Zoom



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This report was prepared by Ms. Katariina Haapea and the Office of the Focal Point for Women in the UN system at UN Women





01 INTRODUCTION

Background

The Office of the Focal Point for Women in the UN System at UN Women (hereafter the Office) is mandated to monitor and report on the status of women in the United Nations system, serving as the chief advocate for monitoring and improving the status of women across the system and assisting the UN Secretary-General in achieving the General Assembly mandated goal of 50:50 gender parity at all levels in the UN system.

The Office provides capacity-building, guidance and updates on General Assembly mandates, organizational policies and emerging issues and facilitates networking opportunities for the network of Gender Focal Points. The Office supports the implementation of the UN Secretary-General's *System-wide Strategy on Gender Parity* through leading and coordinating the network of nearly 400 Gender Focal Points across the United Nations.

The Gender Focal Points and their alternates are appointed in each department, office, regional commission and mission, and are vital 'agents of change' to accelerate the efforts to reach the goal of gender parity by 2028. They work together with the UN leadership across the world for the achievement of gender equality and gender parity. Gender Focal Points act as advocates and liaison with the leadership to address systemic issues and changes to processes that have demonstrated to impact disproportionately personnel based on their gender.

Gender Focal Points promote greater awareness on gender parity and equality. They also provide information to staff on policies relevant to advancing gender equality in the workplace and on creation of enabling working environments, such as on issues related to standards of conduct, flexible working arrangements and family friendly policies. Furthermore, they initiate and support training or capacity-building possibilities on gender sensitivity, work/life balance and career path strategies. They also provide information on avenues to address situations of gender-based workplace concerns, including but not limited to harassment, sexual harassment, discrimination and/or abuse of power.

The Office organized the **Global Annual Gender Focal Point Meeting** on 5-7 October 2020: *"Reflect. Realize. Respond. Rising to New Challenges: Accelerating Gender Parity in Times of Crisis and Beyond"*. The annual meeting was conducted online for the first time, with 163 participants.



The Office of the Focal Point for Women together with the Executive Director of UN Women, Dr. Phumzile Mlambo-Ngcuka

The Office of the Focal Point for Women in the UN System

Ms. Katja Pehrman, Senior Advisor and Focal Point for Women in the UN System
Ms. Samantha Ronda, Executive Associate
Ms. Shinobu Sasaki, Gender Parity Specialist
Ms. Minna Nurminen, Gender Parity Analyst
Mr. David Gawellek, Gender Parity Consultant
Ms. Hannah Phillips, Gender Parity Consultant



The Office supports the role of the Focal Points for Women and Gender Focal Points (hereafter *Gender Focal Points*)¹ as changemakers for advancing gender parity and transforming the organizational culture of the United Nations. In this regard, the Office provides guidance and expertise, amongst others, on the implementation of *the Enabling Environment Guidelines for the UN system* and *the Field-specific Enabling Environment Guidelines*.

In 2020, the Office has organized several capacity building sessions for the Gender Focal Points to share and exchange information as well as to showcase good examples to accelerate action to reach parity, including:

- A series to build Gender Focal Points' capacities to appropriately respond to harassment, including sexual harassment, discrimination and abuse of authority;
- Sessions on Inclusive Vacancy Announcements in support of gender parity and inclusion;
- Webinars on how to work effectively from home during COVID-19;
- Workshop on how to influence others as Gender Focal Points;
- Event on LGBTQI+ equality to create an inclusive workplace; and
- Dialogue with the International Gender Champions on Parental Leave Policies.

The Office has also developed several communication products, including:

- Ten ways to Create an Enabling Environment during COVID-19; Top tips to Foster Inclusivity Online During COVID-19; How to address online sexual harassment during COVID-19;
- Reference support document to help Gender Focal Points to identify appropriate support mechanisms in cases of misconduct;
- Guidance on mentoring as a part of creating an enabling environment.
- Top Tips for Inclusive Vacancy Announcements in support of gender parity;
- Inclusive and gender-sensitive model template for Exit Surveys; and
- Video messages from UN leadership underlining the importance of reaching gender parity and creating enabling working environments.

The Focal Point for Women has also continued to represent the Gender Focal Points in *the Chief Executives Board (CEB) Task Force on Addressing Sexual Harassment within the Organizations of the UN system* to drive joint action in key priority areas. The Office also contributes to *the Secretary-General's Working Group on Emergency Measures* to create recommendations and good examples on how to attract and retain more women in the field and peacekeeping missions.

¹ Please note that "Gender Focal Points" here also encompasses "Focal Points for Women". These terms are synonymous. The term "Focal Points for Women" is used by the UN Secretariat, and is guided by the Secretary-General's (ST/SGB/2008/12) "Departmental focal points for women in the Secretariat." The term "Gender Focal Point" is used by the remainder of the UN system.



02 REMARKS

Welcome & Opening Remarks

Opening by Ms. Katja Pehrman, Senior Advisor & Focal Point for Women in the UN System, UN Women

'I would like to kick off this Annual Meeting by thanking you, dear Gender Focal Points, for all your hard work and tireless efforts towards gender parity and creating enabling working environments. We know that it has not always been easy, but we know that it has been worth it.'

In her opening remarks Senior Advisor and Focal Point for Women, **Ms. Katja Pehrman**, warmly welcomed the Gender Focal Points to the 2020 Global Annual meeting, which was the first ever to be conducted virtually. She thanked the Gender Focal Points for their valuable work on enhancing gender parity. She also referred to the title of the annual meeting, **"Rising to New Challenges: Accelerating Gender Parity in Times of Crisis and Beyond"**, that duly reflects the challenges of 2020. How can we realize gender parity during the difficult times and think about a response that makes us stronger?

The COVID-19 pandemic has exacerbated gendered inequalities. The Secretary-General's Policy Brief on 'the Impact of COVID-19 on Women' indicated that compounded economic impacts are felt especially by women and girls who are generally earning less, saving less, and holding insecure jobs. UN Women's research shows that across the world, women are more likely to take on the burden of increased personal and family demands. The lockdowns have also highlighted and intensified the existing "shadow pandemic" of domestic violence and other forms of gender-based violence.

To assess how the pandemic has influenced UN personnel, the Office conducted a survey with the Gender Focal Point network. The results confirmed that COVID-19 crisis has negatively affected women, especially mothers and single mothers across the UN system. Several Gender Focal Points described the situation as a "double burden" or a "triple role of women", referring to the responsibilities of working, homeschooling and caring.

According to the survey, COVID-19 has also led to a decreased focus on gender parity efforts. Only less than half of the Gender Focal Points indicated that gender parity and an enabling working environment have remained priorities during the crisis. Over 70 % of the Gender Focal Points indicated that the COVID-19 crisis has affected progress towards gender parity and the creation of enabling working environments. 'Achieving gender parity and the creation of enabling working environments are essential to realizing the UN's mandate in times of crisis and beyond', Ms. Pehrman reminded.

At the same time, the crisis has offered opportunities to rethink issues related to organizational culture and the way the UN works. The results of the survey point to the changing attitudes related to teleworking and how the crisis has highlighted care responsibilities. Some aspects of an enabling environment and personnel wellbeing have also been put to the forefront during the crisis, and several entities responded to the crisis with agility and empathy.

The year 2020 has been significant for the UN community, marking a series of important anniversaries, including the 75th anniversary of the United Nations, the 10th anniversary of UN Women, five years of implementing the 2030 Agenda and Sustainable Development Goals, and 20 years since the adoption of the Security Council resolution 1325. Importantly, the UN has also celebrated the 25th anniversary of the Beijing Declaration and Platform for Action, which is the landmark framework for gender equality and women's empowerment. The Beijing Platform for Action established the goal of 50:50 for the Professional level and above, with a deadline of the year 2000. 'We are twenty years behind schedule of reaching gender parity and therefore the efforts to achieve this goal are ever more important', Ms. Pehrman stated.

Furthermore, September 2020 marked the third anniversary of the Secretary-General's *System-wide Strategy on Gender Parity*. Ms. Pehrman highlighted that Gender Focal Points make change happen every day, all around the UN and the world. Since the launching of the Strategy, the Gender Focal Points have, for instance:

- created implementation or action plans on how to reach parity and create enabling working environments;
- established gender parity targets, strengthened awareness raising and training, tackled unconscious bias and stereotypes;
- used creative ways of enhancing parity across the UN;

- shared examples and success stories to inspire others; and
- demanded changes, initiated policy adjustments, and achieved tangible results.

‘You should be very proud of these achievements’, Ms. Pehrman acknowledged, ‘not only have you focused on efforts that will advance progress, but also sustain it.’

For the United Nations, gender parity is not merely about numbers, but also about changing the organizational culture to achieve and sustain parity and attain equal opportunities for all. ‘This is why we need to look at and change things around us, whether it is about standards of conduct, flexible working arrangements, family-friendly policies, recruitment processes, health, security and safety, or a range of other issues’, Ms. Pehrman said.

The UN Secretary-General **António Guterres** launched *the Enabling Environment Guidelines for the UN System* in support of his System-wide Strategy in 2019. The Office has also prepared *the Field-specific Enabling Environment Guidelines* which provide concrete recommendations and good practice examples from across the UN system on how to reach gender parity and create enabling working environments specifically in the field and peacekeeping missions, where the gap is greatest and the rate of change slowest.

Ms. Pehrman thanked the Gender Focal Points for their valuable support and contributions to both guidelines. In the preparation of the new guidelines, the Office conducted nearly 200 interviews with Heads of Missions, Resident Coordinators, Gender Focal Points, HR personnel and other stakeholders from over 50 countries where the UN operates.

‘The Field-specific Enabling Environment Guidelines have been created by UN personnel for UN personnel, and they are a great example of system-wide teamwork and cooperation. They also illustrate the strength of the Gender Focal Point network as a platform for change’, Ms. Pehrman noted. However, the guidelines themselves will not bring about change without implementation. While leadership has a particular responsibility in this regard, achieving an enabling working environment requires engagement at all levels and from all personnel.

She also underlined the importance of regular monitoring and reporting. The Office will soon begin the preparations for the next Secretary-General’s report on *the Improvement in the Status of Women*, which will be published in 2021. As indicated by Ms. Pehrman, the Office looks forward to collaborating with the Focal Points and their entities in this regard.



Senior Advisor Katja Pehrman together with the UN Gender Focal Points

Beijing+25 in action: How to accelerate unfinished business across the United Nations

**Remarks by Ms. Åsa Regnér,
Assistant Secretary-General and Deputy Executive Director, UN Women**

In her remarks, Assistant Secretary-General **Åsa Regnér** reflected on the Beijing World Conference on Women, where she participated in 1995, as well as the progress made during the last 25 years. As she pointed out, many victories have been celebrated since Beijing, but a lot remains to be done.



*Assistant Secretary-General and
Deputy Executive Director of
UN Women, Åsa Regnér*

The 65th Committee on the Status of Women (CSW65) will be held in March 2021 with a focus on women's decision-making in public life. Ms. Regnér emphasized equal political participation being a key issue in achieving gender equality. Even though the number of women in decision-making positions is higher around the world than ever before, only 25 percent of parliamentarians world-wide are women. The pace has been too slow and Ms. Regnér highlighted the importance of political engagement of the UN Member States in accelerating efforts. Women in power benefit everyone and women's political representation needs to become a political priority world-wide.

According to Ms. Regnér, there is now more political will to advance gender parity than ever before. She highlighted the fact that over 60 world leaders took a stand for gender equality during the recent 75th Session of the United Nations General Assembly. She underlined the importance of the Generation Equality Campaign and Forum, which aim at enhancing the political will and motivation among the UN Member States to engage in gender equality work globally. The Gender Focal Points showed interest and enthusiasm in collaborating with UN Women in this regard.

Ms. Regnér also pointed out that a number of changes needed to take place to accelerate the efforts made on the Sustainable Development Goal #5, Gender Equality. For example, well-functioning support and stable funding systems for gender equality work should be ensured. Also, men need to be involved and take responsibility of advancing gender equality. This is beneficial to everyone.

Ms. Regnér further stressed the important role of the Gender Focal Points in achieving gender parity within the UN system. One key issue is about making male-dominated sectors women-friendly. Especially field offices require specific attention, which is why UN Women recently developed the Field-specific Enabling Environment Guidelines. To reach gender parity in the field offices, Ms. Regnér underlined the important role of women's networks and mentorship. She reminded that mentorships should also enable men to learn about leadership from women. 'No one can change the whole system alone', Ms. Regnér said, 'which is why there is a need for communities like the Gender Focal Point network'.



03 GOOD PRACTICE EXAMPLES

Good Practice in Action: Examples of Innovative Ideas and Implementation to Create Enabling Working Environments

Presented by:

- **Ms. Ana García Álvarez**, Gender Affairs Officer, Departments of Political and Peacebuilding Affairs and Peace Operations
- **Ms. Anna Pfeiffer**, Associate Diversity Coordinator, United Nations Office at Vienna/UNODC
- **Mr. Nicolas Schmidt**, Gender Associate in the Office for Gender Equality, UNIDO
- **Ms. Rachel Loper**, Gender Officer, IAEA

During the Annual Meeting, many good practice examples of innovative ways to create enabling working environments were shared. **Ms. Ana García Álvarez** presented the Peace and Security Pillar's initiatives in building an enabling environment during COVID-19. A variety of tools and initiatives have been developed in support of personnel's wellbeing during the pandemic, such as virtual conversations with senior leaders and remote coffee mentoring. Other support measures included the reprioritization of tasks, flexible working options, and a variety of means to support work-life balance.

Ms. Anna Pfeiffer, together with her colleagues **Mr. Nicolas Schmidt** and **Ms. Rachel Loper**, shared their examples of inter-agency collaboration. Seven Vienna-based Organizations have collaborated to organize *the Enabling Environment Week* in October 2020. The purpose of the event was to raise awareness about the Enabling Environment Guidelines and to find practical ways of building an enabling working environment. Ms. Pfeiffer expected the event to inspire not only UN colleagues, but also civil society representatives, academia and UN Member States.

The Gender Focal Points of the Vienna-based Organizations have also organized monthly meetings before and during COVID-19 to improve their collaboration, and have been working together on various initiatives, such as the joint International Women's Day video called #WeMustAllDoBetter.



Accelerating progress towards gender parity through improved talent acquisition: Female National Officer Pool

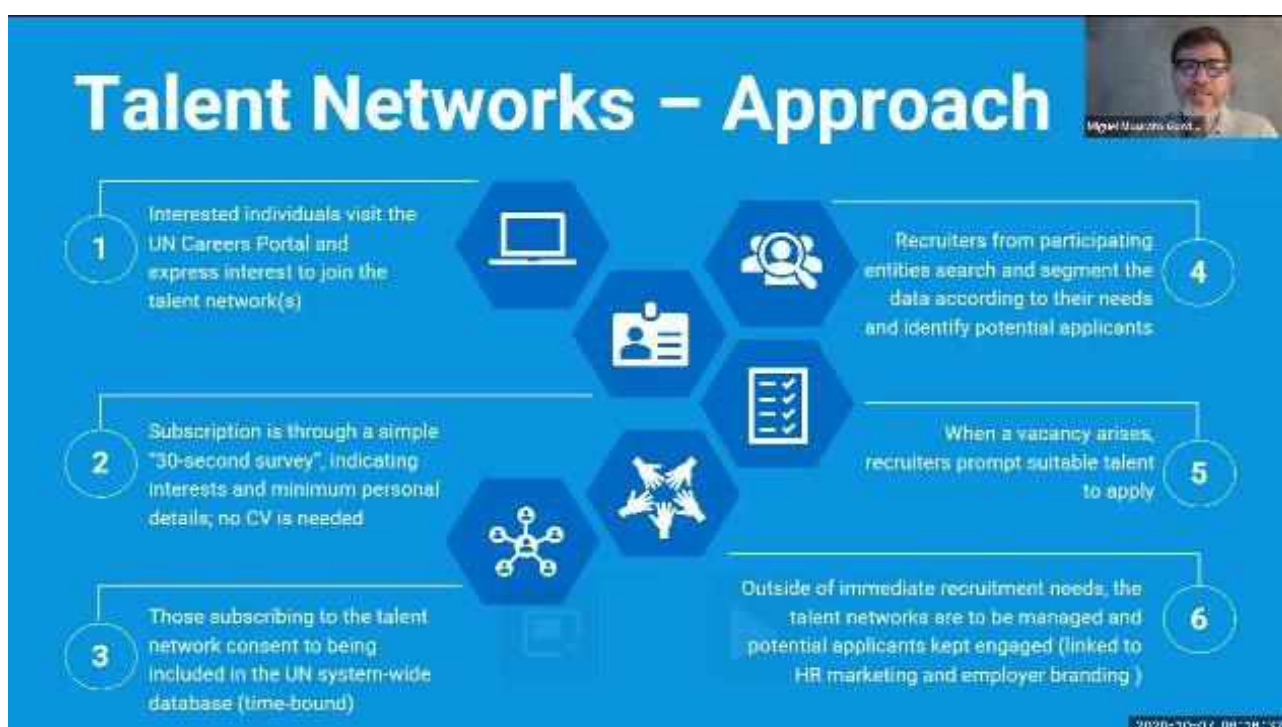
Brief by Mr. Miguel Mourato Gordo

Director, Office of Human Resources, United Nations

New and innovative ideas are necessary for pushing gender parity and creation of enabling working environments forward. One of these initiatives is *the Female National Officer Pool* that has been developed in collaboration with the Office of Human Resources of the UN Secretariat and UN Women. The initiative aims to address barriers to recruiting more women national officers into international positions and to accelerate the efforts in achieving gender parity through improved talent acquisition. 'The initiative's goal is to develop a database of women national officers and their skills and expertise to create a pool from which the UN system can undertake dedicated outreach for international positions', **Mr. Miguel Mourato Gordo** explained.

The initiative originates from the Secretary-General's System-Wide Strategy on Gender Parity which implies that there is a need for greater collaboration on talent acquisition and to address barriers to recruiting more female national officers into international positions. The objective of the project is to create diverse networks of talent, which can be used for outreach purposes by recruiters across different UN entities. The database will be built based on different diversity criteria such as gender, nationality and language.

The Gender Focal Point network will play a critical role in communication, advocacy as well as encouraging female national officers across the UN system to sign up for the talent pool. During the conversation that followed Mr. Gordo's presentation, a keen interest for further collaboration was expressed by the network. The pool is expected to be launched in 2021.





04 SESSIONS 1-6



REFLECT.

The sessions allow the Gender Focal Points to reflect on challenges and opportunities for accelerating gender parity in times of crisis and beyond.



REALIZE.

Collaborative strategizing on overcoming barriers and challenges at the entry level helps the UN Gender Focal Points to realize the recommendations of the Enabling Environment Guidelines and the Secretary-General's System-wide Strategy on Gender Parity, and consequently take action.

RESPOND.

The exchange of experiences, ideas and lessons learned help the Gender Focal Points to respond to challenges and opportunities and empower them within their organizations.

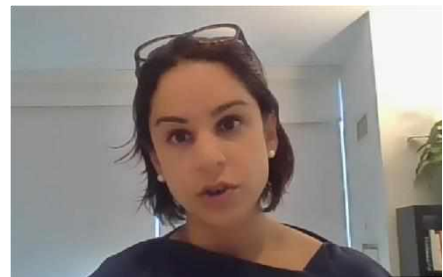
SESSION ONE

Realizing Gender Parity by 2028: Exchange with Gender Focal Points

Remarks by Ms. Nahla Valji, Senior Gender Advisor, Executive Office of the Secretary-General

September 2020 marked the third anniversary of the UN Secretary-General's System-wide Strategy on Gender Parity. The progress in reaching gender parity in the UN system has taken major steps forward in the past years. Senior Gender Advisor **Nahla Valji** acknowledged that the senior management level has recently reached parity thanks to the Secretary-General's constant efforts, and in fact two years earlier than expected. Moreover, the number of women as Heads and Deputy Heads of Mission is now higher than it has ever been in the 75-year history of the United Nations. Ms Valji also applauded the work of the Gender Focal Points. 'We have made some truly significant gains in the past three years thanks to the work that all of you do', Ms. Valji said. 'We are on track to achieving the target of parity at all levels by 2028.'

However, some challenges remain. Gender parity work is crucial in the field, especially in peacekeeping missions, where the gaps are greatest and the pace of change slowest. To improve the situation, the Secretary-General has established a Working Group on Emergency Measures, which focuses on measures to attract more women to the field. Ms. Valji also highlighted the importance of implementing *the Enabling Environment Guidelines* in the field locations, especially the recently finalized *Field-specific Guidelines*. 'They are relevant and speak to the conditions of the field as well', Ms. Valji said.



Senior Gender Advisor Nahla Valji

COVID-19 has had many gendered impacts and Ms. Valji looked forward to discussing about the experiences and thoughts of the Gender Focal Points, including on how the pandemic has affected the ongoing gender parity work. She pointed out the additional burden of care work and that women are dropping out of the formal labor force in unprecedented numbers. 'There is a risk that the current circumstances take us backwards more than a generation', Ms. Valji said, 'therefore, we need to be vigilant about what that means in the UN system to ensure that all our efforts and gains on gender parity we have made in the last couple of years will not be rolled back.'

Key takeaways:

- Senior Gender Advisor Nahla Valji congratulated the Gender Focal Point network and the Office of the Focal Point for Women for the progress made since the launch of the Secretary General's System-wide Strategy on Gender Parity.
- The UN is on track to achieving the target of gender parity at all levels by 2028, yet more work remains to be done.
- Effective measures and action are encouraged to ensure progress in the field, including the implementation of UN Women's Field-specific Enabling Environment Guidelines.
- The gendered impacts of COVID-19 need to be duly considered in gender parity work.

SESSION TWO

The Future of Work: Creating an enabling environment through innovative responses to COVID-19

Panelists:

- **Mr. Matt Mullenweg**, Co-Founder, WordPress, Founder and CEO, Automattic
- **Ms. Caroline Harper Jantuah**, Senior Inclusion and Diversity Adviser, UNHCR
- **Mr. Mohammad Naciri**, Regional Director, UN Women
- **Ms. Agnes Uhreczky**, Executive Director of WorkLife HUB
- **Ms. Sarah Lux-Lee**, Founder and CEO of Mindr

Moderated by **Ms. Katja Pehrman**, Senior Advisor, UN Women

UN Women has advocated for creating enabling working environments across the United Nations in support of gender parity and equality. In this regard, UNW prepared the *Enabling Environment Guidelines for the United Nations*, which were launched by the UN Secretary-General in 2019. The guidelines include practical examples and recommendations of ways to attract, retain and motivate highly talented staff. Furthermore, the guidelines contain recommendations on how to enhance flexible working arrangements, family-friendly policies and a work environment free from discrimination, harassment and abuse of authority.

The session II focused on elaborating on the future of work and how to create enabling working environments through innovative responses to COVID-19. In 2020, there has been a world-wide simulation on flexible working like never before. Can the United Nations go back to the previous normal after the crisis? What are the future challenges and opportunities in building an enabling working environment?

The CEO of Automattic, **Mr. Matt Mullenweg**, has been called an 'evangelist for remote work' by *the New York Times* due to the distributed work force of his company. Automattic has hired engineers and designers irrespective of their location for the past 15 years, with more than 1,000 employees working across 77 countries. 'Why should we ask people to move to San Francisco, which is one of the most expensive cities in the world, when they can get the job done right where they happen to be?', Mr. Mullenweg pointed out. Remote working culture enables the company to get access to the global talent pool and thereby the best selection because of the lack of geographical barriers.



Founder and CEO of Automattic, Matt Mullenweg

Trust between senior leadership and personnel plays an important part when building an enabling environment, as was expressed by **Mr. Mohammad Naciri**, UN Women's Regional Director for Asia and the Pacific and Representative in Thailand. Implementing the Enabling Environment Guidelines, especially flexible working arrangements, with an intersectional approach, has proven to have many benefits, both for the delivery and for the wellbeing of personnel. Some concrete actions that his Office has taken include ensuring one-and-a-half-hour lunch break every day with no internal meetings at the same time. Psychosocial support is also offered especially during times of crisis.

***'We need to acknowledge that we are full humans going to work;
we should not be judged for having a life outside of work.'***

- Founder and CEO of Mindr, Ms. Sarah Lux-Lee

Ms. Agnes Uhreczky, Executive Director of WorkLife HUB, has ‘an unshakeable belief in flexible working arrangements in every location and sector’. However, individual factors, such as gender must be considered when looking at the best solutions. **Ms. Sarah Lux-Lee**, Founder and CEO of Mindr, echoed Ms. Uhreczky’s thoughts by further highlighting the gendered impacts of lockdowns, especially with a view to unpaid care work. ‘Pandemic is affecting the careers of women, with many dropping out or considering dropping out from the workforce’, Ms. Lux-Lee reminded. **Ms. Caroline Harper Jantuah** also pointed out that it was important to note that each person’s experiences with remote working can be different and that needs to be considered when crafting the best solutions.

There are many uncertainties and questions related to the future of work and especially moving to the ‘new normal’. How can we build safe and enabling working environments if and when we are physically apart from our colleagues? How do we get a sense of community when we are not physically in the same space? ‘There needs to be a clear image that we are doing this together, and that we are still trying to figure this out’, Ms. Sarah Lux-Lee said. It was further discussed that sometimes uncomfortable conversations are necessary to change the work culture for the better. And for those conversations to happen, male voices are also necessary. Luckily, there are many male role models in this regard among the Gender Focal Points, which was celebrated in the Zoom’s chat box.

The Gender Focal Points were encouraged to reflect on the past months. What can we learn for the future, no matter how exceptional the situation has been? One thing is for sure: change is possible, even in large organizations that are usually slow to change. The year 2020 has been an experiment on flexible working arrangements, and the outcomes have been mostly positive. Many Gender Focal Points underlined the importance of continued teleworking, also beyond the pandemic, and hoped not to go back to what used to be ‘business as usual’. ‘There is a lot of relearning and unlearning to do’, Ms. Harper Jantuah said, ‘but I don’t think that we can go back to what we used to think of as ‘normal’.



*Senior Inclusion and Diversity Adviser,
Caroline Harper Jantuah*

Key takeaways:

- The COVID-19 pandemic has resulted in a UN system-wide experiment on flexible working. Lessons learnt and good practice examples from 2020 need to be considered when designing “the new normal” for the UN.
- Flexible working arrangements have proven to have many benefits, both for the delivery of results and the wellbeing of personnel. Remote working option also enables the employer to reach out to a wider talent pool.
- The different realities of distributed working need to be considered when discussing the future of work.
- Harnessing a sense of community while working online is key for inclusion and success.

SESSION THREE

Shaping the Future: Leading the Path Towards Sustainable Change and Gender Parity in the Field

Panelists:

- **Ms. Fekitamoeloa Katoa 'Utoikamanu**, Under-Secretary-General and High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
- **Ms. Bintou Keita**, Assistant Secretary-General for Africa, Department of Political and Peacebuilding Affairs, Department of Peace Operations
- **Ms. Nóirín O'Sullivan**, Assistant Secretary-General for Safety and Security, Department of Safety and Security
- **Mr. Simon Springett**, UN Resident Coordinator and Humanitarian Coordinator in the Republic of Moldova

Moderated by **Ms. Katja Pehrman**, Senior Advisor, UN Women

In session III, the Gender Focal Points turned their attention to the importance of leadership for advocating gender parity and creating an enabling working environment in the field. As was pointed out by Ms. Pehrman, gender parity in the field is the Secretary General's top priority. Also, parity is not merely about numbers, but also making sure that the organizational culture will change, so that it is inclusive, equal and diverse. This is also why UN Women has recently prepared *the Field-specific Enabling Environment Guidelines for the United Nations* amidst the COVID-19 pandemic.

As was underlined, inclusive leadership is critical in driving change. The panelists shared their views and advice on how senior and executive leadership can enhance gender parity and create enabling working environments. The session also touched upon how the Gender Focal Points can best support leadership and further engage in joint efforts to achieve parity across the UN by 2028.

Under-Secretary-General and High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States, **Ms. Fekitamoeloa Katoa 'Utoikamanu** shared valuable insights and guidance on what is needed to achieve gender parity in the UN system. She underlined that gender must be integrated in everything that the organization does, from action plans to initiatives. 'We always need to keep working to ensure that what we have achieved does not slip back', Ms. 'Utoikamanu said. She highlighted the importance of engaging everyone in the conversations and ensuring that everyone has access to broaden their horizons and to tackle unconscious biases.



Assistant Secretary-General for Africa, Bintou Keita

Ms. Bintou Keita, Assistant Secretary-General for Africa, highlighted the importance of a human rights-based approach in programming and in making the working environment equal, inclusive and diverse, especially in the field. The need for better support mechanisms for women and minorities are often highlighted in field offices, which is why Ms. Keita has been pleased about the work that UN Women has done with creating the Field-specific Enabling Environment Guidelines. 'As a leader, you really need to walk the talk. You have a responsibility to actively and consciously ensure that everyone is being listened to, and that the policies are not marginalizing or excluding anyone', Ms. Keita emphasized.

The work on gender equality depends on the commitment of everyone, including men. The importance of involvement of men is highlighted in typically male-dominated sectors, such as the UN Department of Safety and Security (UNDSS). During the last five years, the UNDSS has invested more efforts and focus on gender, especially in the field. For instance, the department has developed a gender manual. Now, the UNDSS pursues gender sensitivity in all their actions, said **Ms. Nóirín O'Sullivan**, Assistant Secretary-General for Safety and Security. As a response to the field-specific challenges, the UNDSS has put a lot of effort in including men into the gender equality work and appointed additional Gender Focal Points. The department also gathers regular feedback on issues and challenges that the personnel are facing in the field.



Assistant Secretary-General of UNDSS, Nóirín O'Sullivan

The slow pace of change in big organizations can sometimes be frustrating with a view to work on equality and inclusivity. 'Change requires persistence and time, but time cannot be an excuse', stated **Mr. Simon Springett**, UN Resident Coordinator and Humanitarian Coordinator in the Republic of Moldova. He shared many good practice examples from his work, and highlighted that the efforts to reach gender parity and workplace inclusivity should not be seen only at the policy level, but rather as a moral imperative: 'It is simply the right thing to do'. Consistency is key in delivering change. With determined efforts on implementing the Enabling Environment Guidelines, gender parity is very close to being achieved in his country team. Mr. Springett also referred to a Diversity Internship Programme that allows persons from underrepresented groups to work for 3-6 months at various UN agencies in Moldova.

It was also mentioned that work-life balance can be challenging in the field, especially in non-family duty stations. However, according to the panelists, many of the enabling actions that have been developed due to the COVID-19, have been easy to implement. In 2020, the flexible working arrangements have been available like never before, which has partly improved the possibilities in balancing work and life also in field locations.

The panelists also underlined that flexible working arrangements benefit everyone, not only women. Therefore, everyone should be involved and engaged in reaching gender parity and creating enabling working environments. Furthermore, the panelists supported the implementation of the recently developed Field-specific Enabling Environment Guidelines as important follow-up actions in the field. In this regard, the role of the leadership is crucial in leading and showing the way towards change.



Key takeaways:

- Leadership has a great responsibility for making gender parity a reality and creating an enabling working environment in the field.
- Field-based Gender Focal Points play a key role in gathering regular feedback on issues that personnel is facing in field locations and discussing these with leadership.
- Panelists supported the implementation of the Field-specific Enabling Environment Guidelines as important follow-up actions in the field.
- Gender parity can only be achieved through a strong leadership commitment, action and support, yet everyone needs to be involved.

SESSION FOUR

Empowering Gender Focal Points: Influencing Others to Walk the Talk Towards Gender Parity

Conducted by **Ms. Lena Moll**,
Talent Management Officer,
Organization for Security and Co-operation in Europe (OSCE)

In this highly interactive session, conducted by **Ms. Lena Moll**, Talent Management Officer, the Gender Focal Points discussed how to influence others to walk the talk towards gender parity. The Gender Focal Points praised Ms. Moll's presentation's to be energetic and positive with concrete examples on how to better establish influence as agents of change and successfully foster collaboration.

'If you have had any interaction today, you have very possibly influenced someone', Ms. Moll started her session. Influencing, she explained, is learning how we can make someone else want to do what we want to do. It is important to address objection with curiosity – learning to embrace the resistance was something that resonated with the Gender Focal Points.

Key takeaways:

- As a first step, be clear on what you want to achieve and why. Have a clear goal and a simple message. If you can, bring it to life by using illustrative examples.
- Do your research to find common ground with the person you wish to influence. What motivates them? How can you help them achieve what they want? Why are they not already doing what you want them to do? Find ways to connect, but do not manipulate.
- Get yourself in the right mindset. Positive attitude helps others to get excited from your idea as well. Be open to hearing objections; the negotiation often starts with a 'no'. Address objections with curiosity.
- Influencing works online too. However, always choose the most interactive type of meeting, for example coffee over Zoom or a video meeting over a phone call, or a phone call over an email.



Talent Management Officer Lena Moll

SESSION FIVE

Breaking Barriers: The Importance of Intersectionality in Creating an Enabling Environment

Panelists:

- **Ms. Caroline Harper Jantuah**, Senior Inclusion and Diversity Adviser, UNHCR
- **Mr. Xavier Orellana**, Diversity and Inclusion Officer, International Organization for Migration
- **Ms. Mumbi Mbocha**, Diversity and Inclusion Officer, UN World Food Programme
- **Ms. Juliane Drews**, Change Manager, UNAIDS
- **Ms. Maria Teresa Lago Lao**, Diversity and Inclusion Specialist, UNDP
- **Ms. Angela Lusigi**, Strategic Advisor, UNDP

Moderated by **Mr. Monroe France**, Vice President for Global Engagement and Inclusive Leadership, NYU

In this thought-provoking session, moderated by Vice President for Global Engagement and Inclusive Leadership, **Mr. Monroe France**, the conversation continued with the topic of intersectionality and its importance in creating an enabling working environment. Inequality, like discrimination, does not occur along a single axis but rather is intersectional. As Professor Kimberlé Crenshaw explains, “intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It’s not simply that there’s a race problem here, a gender problem here, and a class or LGBTQI+ problem there.”



*Vice President for Global Engagement and
Inclusive Leadership at NYU, Monroe France*

Intersectionality is a necessary lens in equality efforts which has also been highlighted by the recently increased public discussion on racial justice. Mr. France underlined the importance of the Enabling Environment Guidelines as well as the Field-specific Enabling Environment Guidelines in ensuring equity for all personnel in the UN system. The session encouraged the Gender Focal Points to educate themselves further on intersectionality to accelerate change in their workplaces. What actions can the Gender Focal Points take to ensure that workplaces are enabling, inclusive and safe for all personnel?

Senior Inclusion and Diversity Adviser, **Ms. Caroline Harper Jantuah**, shared some concrete steps on how senior leadership can strengthen intersectionality when creating an enabling environment, such as the Reflective Leadership Dialogue. She highlighted the fact that we are all leaders in our own right, and therefore we should all reflect on how we use our power. If we are viewing women as one homogenous group in our gender equality work, we are missing out on how their intersecting differences impact on how they work. We need to support leaders to deal with complex issues, such as racial justice discussions.

‘Make a regular self-audit on your top 10 go-to people and look at the diversity of that group. What kind of effects can that have on our decision-making?’

- Senior Inclusion and Diversity Adviser
Caroline Harper Jantuah



Strategic Advisor Angela Lusigi

Innovative programmes in support of diversity were shared during the discussion. Diversity and Inclusion Officer, **Mr. Xavier Orellana**, presented the IOM's diversity internship programme. Diversity and Inclusion Specialist, **Ms. Maria Teresa Lago Lao** briefed the Focal Points about the UNDP's Talent Programme for Young Professionals with Disabilities, and **Ms. Angela Lusigi**, Strategic Advisor, introduced the UNDP's African Young Women Leaders Fellowship Programme. Initiatives like these are important in creating equal opportunities and building an enabling and inclusive working environment for all.

The World Food Programme has taken effective approach and actions on anti-racism as part of improving and advancing workplace culture. Diversity and Inclusion Officer, **Ms. Mumbi Mbocha**, underlined that intersectionality is a vital part of the organization's antiracism work; however, more data is needed for a comprehensive overview of the situation in the workplace. 'Change takes time and now is the right time to start. This is not a sprint, it is a marathon', Ms. Mbocha summarized.

The slow pace of change in big organizations was mentioned during the discussion. **Ms. Juliane Drews**, Change Manager, highlighted the importance of self-awareness and accountability with a view to organizational anti-racist efforts. 'It is important to reach the most marginalized first', Ms. Drews underlined, 'In the end it benefits each and every one of us.' Ms. Harper compared anti-racist efforts to planting seeds: 'as long as we plant those seeds, they will bloom – sooner or later. Plant those seeds, keep having the conversations and remain active to see the seeds of your work flourish one day.'



Initiatives presented during the session:

- IOM's Diversity Internship Programme was launched in 2018 and it targets young professionals who would not have access to the UN system without extra support. When recruited, the programme supports interns in various ways, such as through coaching sessions and helping with visa costs. In 2020, the interns have worked from home, and they have been compensated for office space and fast internet connection.
- The UNDP's Talent Programme for Young Professionals with Disabilities promotes the inclusion of persons with disabilities and aims to build a talent pipeline of highly qualified professionals with disabilities. It also promotes reasonable accommodation, including special equipment and office-wide training.
- The UNDP's African Young Women Leaders Fellowship Programme is organized in partnership with African Union Commission. 'Young people do not just want to be included, they want to be around the table', Ms. Lusigi said. However, being young, woman and African can make it difficult to get to the table, and that is what the programme is aiming to change by offering mentoring, capacity-building and a chance to create useful networks for young women.

Key takeaways:

- Intersectionality is a necessary lens in equality efforts and in the work of Gender Focal Points in advocating for enabling, inclusive and safe workplaces for all personnel.
- Actions on anti-racism are a critical part of improving and changing workplace culture.
- Continuous and open conversations remain key for advancing the UN's equality efforts with a strong intersectional lens.

SESSION SIX

From the Shadow Pandemic to the Hidden War on Women: How to Prevent Sexual Exploitation and Abuse and Sexual Harassment for all

Panelists:

- **Ms. Jane Connors**, Victims' Rights Advocate for the United Nations
- **Ms. Veronica Birga**, Chief, Women's Human Rights and Gender Section, OHCHR
- **Ms. Théodora Suter**, Head of Gender Coordination Unit, International Office for Migration
- **Mr. Gabe Scelta**, Vice President, UN GLOBE

Opening remarks by **Ms. Kelly Clements**, Deputy High Commissioner, UNHCR and Chair of the CEB Task Force on Addressing Sexual Harassment within the Organizations of the UN System

Moderated by **Ms. Shinobu Sasaki**, Gender Parity Specialist, UN Women

'It is everyone's responsibility to ensure that the talk about 'zero tolerance' becomes reality'
- Victims' Rights Advocate for the United Nations Ms. Jane Connors

The panelists of session six shared their expertise in preventing as well as responding to Sexual Exploitation and Abuse and Sexual Harassment, by ensuring a victim-centered approach. It was underlined that the UN personnel must comply with standards of conduct, including guiding principles to prevent sexual exploitation and abuse, misconduct, abuse of power, discrimination and harassment, including sexual harassment, and upholding the reputation of the Organization.

Senior Advisor **Katja Pehrman** underlined that the Gender Focal Points do not deal with misconduct cases as such but instead advise the affected individuals on the appropriate avenues where to seek help, if requested. Therefore, the Gender Focal Points need to know what the different UN entities do and what their mandates are with a view to the issues related to harassment, sexual harassment, discrimination and abuse of power.



Deputy High Commissioner
Kelly Clements

Deputy High Commissioner Kelly Clements opened the session by underlining the fact that eradicating sexual misconduct requires a collective, comprehensive approach that brings all stakeholders together and gives particular attention to the most vulnerable. She highlighted that sexual exploitation and abuse, and sexual harassment are distinct and interconnected issues on a continuum of sexual misconduct, rooted in power differentials and gender inequalities. Bringing these forms of sexual misconduct together recognizes the similar needs of victims and survivors of both forms of sexual misconduct. 'Eradicating sexual misconduct therefore requires a change, not only in our attitudes and behavior, but also in our organizational culture', Deputy High Commissioner Clements underlined.

Ensuring a holistic survivor/victim-centered approach is necessary to tackle all forms of sexual misconduct. 'Victims and survivors need to be put at the center of our response. We need to ensure that listening to their experiences, wishes and views guide what we do as a system and as individuals', Deputy High Commissioner

Clements pointed out. 'This ensures that the response and the services are provided in a safe, sensitive and respectful manner', she added.

Victims' Rights Advocate for the United Nations, **Ms. Jane Connors**, also underlined that every victim has different needs, and therefore intersecting differences should be considered at all times. Based on her vast experience dealing with sexual exploitation and abuse, the question of '*what support does this victim need right now?*' should always be the starting point of the victim-centered approach. Ms. Connors also reminded that even though the victim is scared and wishes to stay anonymous, there is an obligation to report, whilst ensuring that the victim feels safe and protected. 'It is all our responsibility to ensure that the talk about 'zero tolerance' becomes reality', she summarized.

The importance of an intersectional approach when tackling the issues of different types of misconduct was further highlighted by **Mr. Gabe Scelta**, Vice-President of UN GLOBE, which represents the LGBTQI+ staff of the UN funds and agencies. Mr. Scelta highlighted that sexual harassment can happen in many different forms, and it is not always about men harassing women. For example, LGBTQI+ personnel can experience sexual harassment based on their appearances, gender identity or gender performance. It is essential to recognize the need for tailored approaches for different situations, Mr. Scelta reminded. To find support as well as new ways to advocate for LGBTQI+ personnel, Mr. Scelta encouraged the Gender Focal Points to strengthen their collaboration with the network of UN Globe Coordinators.



Vice President of UN GLOBE, Gabe Scelta.

The fear of retaliation often stands in the way of effective reporting of sexual misconduct, and the panelists as well as the Gender Focal Points agreed that there must be a collective, positive movement in the organizational culture on reporting. Head of Gender Coordination Unit, **Ms. Théodora Suter**, presented the reasons behind developing the successful *Prevention on Sexual Exploitation and Abuse* (PSEA) strategy that International Organization for Migration (IOM) has been working on for the past few years:

'We had to change our strategy since we realized that we are not doing the right thing. We had to learn from the previous mistakes to find out what is not working. We found out that the personnel were too scared to report, and the reporting system was way too complicated, trainings were too academic. Therefore, we developed a system where anyone in the IOM staff can find information on different types of misconduct and report confidentially, with only two clicks.'

Another good example of a victim-centered approach that is inclusive and intersectional is OHCHR's Dignity@Work Policy and Action Plan, which was presented by Chief of Women's Human Rights and Gender Section, **Ms. Veronica Birga**. 'Power manifests and is abused in many different ways, so we decided to develop an integrated approach to all forms of misconduct and discriminatory behaviors', Ms. Birga said. In 2017 her office undertook a survey, which indicated that personnel who experienced misconduct felt that it was linked to their age, gender, ethnicity and nationality. It also showed that there was a high percentage of staff who had not reported misconduct because of the fear of retaliation. This led to the development of Dignity@Work, which has made information on avenues to report more accessible by creating a network called Dignity Contact. Attention and resources have also been directed into supporting mental health, for instance by hiring a full-time counselor available for all personnel.

An enabling environment requires everyone's commitment. To make sure that everyone is committed to promote zero-tolerance against all forms of discrimination day-to-day, the message of the panelists is simple: *advocate, advocate and advocate*. Joint efforts are crucial, and the panelists and the Gender Focal Points agreed that instead of reinventing the wheel, it serves everyone to build on top of existing good practices. Safe spaces are needed to have the necessary conversations and exchanges to ensure a system-wide enabling working environment for all personnel.

Key takeaways:

- Eradicating sexual misconduct requires a collective, comprehensive approach that brings all stakeholders together and gives attention to the most vulnerable.
- Victim-centered approach is crucial when dealing with the interconnected and complex issues of sexual exploitation and abuse as well as sexual harassment. Every victim has different needs, and therefore intersecting differences should be considered at all times.
- UN System-wide policies are needed to ensure more effective reporting and accountability.
- Harassment can take various forms and it is essential to recognize the need for tailored approaches including when LGBTQI+ personnel are victims of sexual misconduct.



05 RECOGNITIONS

Recognition of good practice: Reflect, Realize and Respond in 2020

Presented by Ms. Anita Bhatia, Deputy Executive Director and Assistant Secretary-General, UN Women

As indicated by ASG Bhatia, the UN Gender Focal Points are UN Women's strongest allies in advancing gender parity and creating enabling working environments in the UN system. For 2020, UN Women has recognized excellent initiatives and practices in the five following categories:

1. Professional and Personal Life integration

- **Ms. Javiera Thais Santa Cruz, the United Nations Mission in Kosovo (UNMIK)**, had an active role in ensuring that UNMIK created a lactation room with a fridge, changing table, chair, hand sanitizer as well as some practical information, including the Enabling Environment Guidelines for the United Nations System. She also created a video called *Women in Peacekeeping* to inspire external audiences and showcase women who serve in peacekeeping and in special political missions.
- **Ms. Michelle Khodara, Ms. Hannah Reinl and Ms. Joanne Land-Kazlauskas** have made sure that **the International Trade Centre's (ITC)** breast- and bottle-feeding policy reflects the evolving needs and concerns of new parents by researching best practices and engaging with parents. The policy encourages all parents, of all genders, to nourish and bond with their infants and young children at a workplace.
- **Ms. Nisreen Nasr and Mr. Bo Teglers, the United Nations Office for Project Services (UNOPS)**: with their implementation support, UNMAS Syria offered female security guards the option to work only day shifts in Damascus because of gender-related security risks at night. This enabling provision helped the office recruit two female security guards and improved their security conditions in the job.

2. Standards of Conduct

- **Mr. Robert Edelmann and Ms. Cornelia Zelter, the UN Office of the Ombudsman and Mediation Services:** initiation of 'the Civility Cafés'. A workshop was organized with the Gender Focal Points for the possible replication with a focus on creating an enabling environment. The Office has also supported capacity-building sessions of the Gender Focal Points, and in this regard, Ms. Cornelia Zelter was recognized. She has contributed to building capacity for the conversations that Gender Focal Points are requested to take on, namely navigating standards of conduct, care, advocacy and office dynamics.
- **The Women and Change network within the United Nations High Commissioner for Refugees (UNHCR)**. They collected stories of harassment and gender-based discrimination among the female staff. Stories were presented internally to the High Commissioner and other senior leaders. As a result, a set of commitments were agreed upon for action and change. The network demonstrated the power of grassroots and staff-led movements to influence and impact cultural change. Since then, other thematic groups have also emerged and form a powerful voice in the organization.
- **Ms. Kasumi Nishigaya and Ms. Leda Limann, the United Nations Mission in South Sudan (UNMISS)**, formed an informal peer support group for women, called the 'Keita Club', inspired by the Assistant Secretary-General, Ms. Bintou Keita, and her meeting with the senior women in the Mission. The Club members discuss and identify common interests in career development, promotion opportunities and in finding opportunities for more women.

- **Ms. Theodora Suter, Ms. Sophia Pierre-Antoine and Ms. Marie-Garance De Broqueville, the International Organisation for Migration (IOM)**, have revised IOM's Protection from Sexual Exploitation and Abuse Strategy, and contributed to building trust and better processes as well as introducing a victim centered approach. The implementation of the Strategy is supported by innovative training packages, one for IOM personnel and the other for IOM Implementing Partners.
- **Mr. Abdimajid Ali Mohamed, Ms Valéry Shyrokov, Ms Viviane Plata and Dr. Mzungu Munyamboneza, the United Nations Assistance Mission for Somalia (UNSOM)**, initiated a campaign called '*Live on day in our shoes*', in concert with its Staff Welfare and Recreation Committee (SWRC), to share experiences of different groups of persons with disabilities.

3. Security and Health

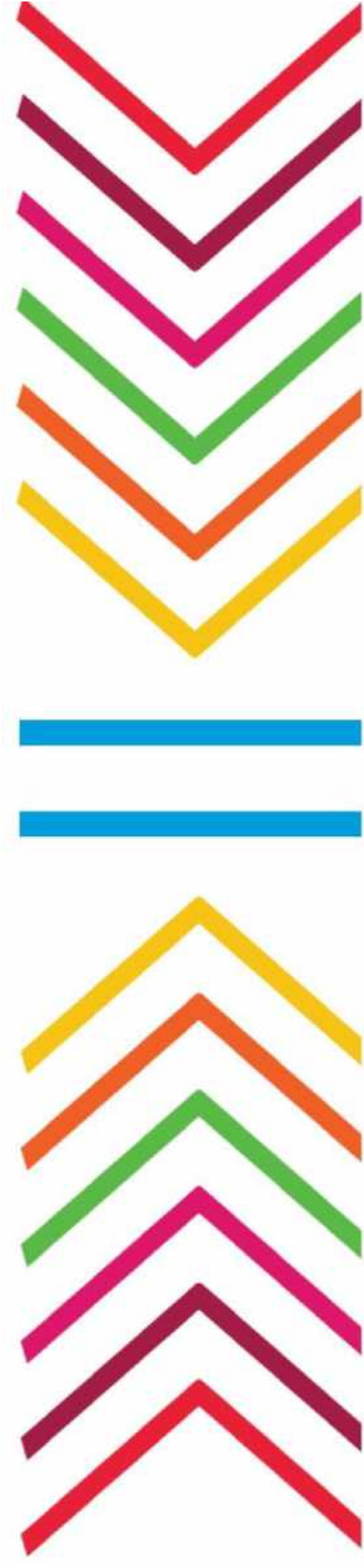
- **Ms. Catherine Plumridge, the United Nations Department of Safety and Security (UNDSS)**, developed a *Guide to Inclusion in Security Training*. She also made a user-friendly and accessible video related to vulnerability in personal security training. It has become a crucial stepping-stone material to better manage personal risks.
- **Gender Focal Points at the United Nations Department of Safety and Security (UNDSS)** for their work done with other organizations of the UN System to develop the Guidelines on "*Disability considerations in Security Management*".
- **Ms. Anna Eliatamby, the International Organization for Migration (IOM)**, introduced "*the IOM Staff Welfare Remote Service Team*", as a response to the current pandemic. The team provides tele-counselling support, webinars and facilitation of wellbeing support networks in eleven languages ensuring access and availability of psychosocial services for all.

4. Outreach and recruitment

- **Ms. Donna Cusumano, Ms. Laura Gees, Ms. Sophie Boudre, Ms. Sara Qamar, Ms. Beatrice Frey, Ms. Charlotte Morgan and Ms. Ana Maria Garcia Alvarez, the UN Secretariat**, have demonstrated inter-departmental collaboration by initiating a video campaign, called "*Peace is My Mission*". It showcases women in peacekeeping and special political missions. The campaign aims to attract more women to work in UN missions around the globe.
- **The Gender Parity working group of the United Nations Verification Mission in Colombia (UNVMC)** created a video that encourages women to apply for the mission called *#TrabajaConNosotros #JoinUs*. The video shows female staff in the Mission and it is incorporated in job vacancies to encourage women to apply. The group has also made it mandatory for all staff to have gender indicators as part of their annual work plans and as part of the performance management.
- **Ms. Giorgia Depaoli, Ms. Elyse Ruest-Archambault, Ms. Carolin Eckert and Ms. Karla Lainez Ramirez, the United Nations Office for Project Services (UNOPS)**, launched a Junior Talent Programme to obtain qualified professionals in hardship duty stations, in particular youth and underrepresented groups to build national capacity. So far, 17 women have been recruited in Guinea, Sudan, Democratic Republic of Congo, Central African Republic and Afghanistan.
- **Ms. Angela Lusigi and Ms. Lykke Andersen, the United Nations Development Programme (UNDP), as well as Ms. Prudence Ngwenya Nonkululeko, the African Union Commission**: UNDP and the African Union Commission (AUC) have launched and jointly implemented *the first African Young Women Leaders (AYWL) Fellowship Programme* to develop the next generation of women leaders. To date, 21 fellows from 20 African countries have been assigned to UNDP offices.

5. Implementation, Leadership Engagement and Support

- **The United Nations Office on Drugs and Crime (UNODC)** developed a *Compendium of Good Practices for Enhancing an Enabling Work Environment in the Field* that offers best practices to strengthen inclusive work environments, including implementing Flexible Working Arrangements. The Compendium has been incorporated in UNODC's training on gender mainstreaming and parity. Moreover, the Gender Focal Points and Focal Points for Women in Vienna will soon host an *"Enabling Environment Week"* to raise awareness, to support an inclusive working culture, and to reinforce momentum towards reaching gender parity. The initiative serves as an excellent example of interagency collaboration. UN Women recognized **Ms. Anna Pfeiffer, Ms. Marian Salema, Ms. Hanna Sands, Ms. Muge Dolun, M.r Nicolas Schmidt, Ms. Courtney Linley, Ms. Rachel Loper, Mr. Amr Taha, Ms. Michele Rogat, Dr. Wadih Maalouf, Ms. Anne Thomas and Ms. Ricarda Amberg.**
- **Ms. Anne Soiberg, the Department of Operational Support (DOS),** regularly gathers all the departmental Gender Focal Points to enhance gender parity and creation of Enabling Working Environment. Furthermore, implementation of the department specific Gender Parity Strategy is developed and monitored through this network.
- **Ms. SaAdiya Haliru, the Food and Agriculture Organization (FAO) in Nigeria,** has played a proactive role in engaging with the Resident Coordinator and advancing positive inter-agency collaboration in the United Nations Country Team in Nigeria. She has initiated awareness raising on the Enabling Environment Guidelines to address challenges and highlight best practices. This has contributed to the development of an Action Plan to implement the Enabling Environment Guidelines in the UN in Nigeria.
- **Ms. Constanze Westervoss, the International Atomic Energy Agency (IAEA),** contributed to launching *the Marie Skłodowska-Curie Fellowship Programme (MSCFP)* for selected students. It aims to increase the number of women in the nuclear field and nurture an inclusive workforce of both men and women who contribute to global scientific and technological innovation. The programme initially supports 100 fellows a year by providing a scholarship for master's programmes in nuclear science and technology, nuclear safety and security, or non-proliferation studies at accredited universities.
- **Ms. Judith Knieper, the United Nations Commission on International Trade Law (UNCITRAL):** for the first time, gender was integrated in the Commission's session in 2020. Tools to promote gender-responsive policies were explored, and the conference provided important updates on gender and COVID-19. It also fostered interagency as well as private sector and civil society cooperation.



06 BIOGRAPHIES

Session One: Realizing gender parity by 2028

Ms. Nahla Valji, the Senior Gender Adviser, Executive Office of the Secretary-General

Ms. Nahla Valji is the Senior Gender Adviser in the United Nations' Executive Office of the Secretary-General (EOSG) where she coordinates the UN-EU Spotlight Initiative to Eliminate Violence against Women and Girls and supports the implementation of the Secretary-General's Gender Parity Strategy among other efforts.

She joined the Transition Team of then Secretary-General-designate Guterres in November 2016. Prior to this she was the Acting Chief/ Deputy Chief of the Peace and Security section at UN Women. In 2015, she headed the Secretariat for the Global Study on implementation of resolution 1325, a comprehensive study requested by the Security Council for the 15-year review of women, peace and security. She founded and managed the International Journal of Transitional Justice and is the co-editor of the Oxford Handbook on Gender and Conflict.

Prior to joining the UN, Nahla worked in South Africa, where she led the regional transitional justice work of the Centre for the Study of Violence and Reconciliation and managed the African Transitional Justice Research Network.



Session Two: The new future of work: Creating an enabling environment through innovative responses to COVID-19

Mr. Matt Mullenweg, Co-Founder, WordPress, Founder and CEO, Automattic

Matt Mullenweg is co-founder of the open-source publishing platform WordPress, which now powers over one-third of all sites on the web. He is the founder and CEO of Automattic, the company behind WordPress.com, WooCommerce, Tumblr, WordPress VIP, and Jetpack. Additionally, Matt runs Audrey Capital, an investment and research company.

Matt is originally from Houston, Texas, where he attended the High School for the Performing and Visual Arts and studied jazz saxophone. In his spare time, Matt is an avid photographer. He currently splits his time between Houston, New York, and San Francisco.



Mr. Mohammad Naciri, Regional Director, UN Women

Mohammad Naciri is the Regional Director of UN Women for Asia and the Pacific and Representative in Thailand. From 2015 to 2018, he worked as the Regional Director of UN Women in the Arab States.

Mohammad has extensive experience in the region and in gender and development issues. Prior to joining UN Women, Mohammad was the Deputy Country Director of UNDP in Yemen, where he supported the country in the formulation of its Gender Strategy and the Gender Responsive Budgeting process. He has worked in Kuwait, Iraq, Syria, Lebanon and Cambodia, dealing with issues from human trafficking to ethnic cleansing.



A national of Morocco, Mohammad holds a Master's Degree in Public Administration and International Development from the Harvard University, as well as a Master's Degree in Social Anthropology from the University of Oxford. He also has a Master's Degree in Business Administration from the Arab Academy for Science and Technology in Alexandria, Egypt.

Ms. Agnes Uherezky, Executive Director of WorkLifeHUB

Agnes Uherezky is the Co-Executive Director of the WorkLife HUB since 2014, a research and consultancy company focusing on work-life balance, flexible working, gender equality, organizational culture, policies and processes. Via the WorkLife HUB, through consultancy and training, Agnes supports organizations becoming inclusive and safe workplaces for all. Among others, she builds skills and capacity on preventing and tackling sexual harassment, implementing flexible working arrangements effectively, managing remote teams and improving employee wellbeing. As part of her research portfolio, she is vested in a number of research methods and has coordinated research projects for the European Institute of Gender Equality, the ILO and UN Women among others.



Agnes is the host of the WorkLife HUB podcast, that has over 130 episodes and which brings engaging conversations with leading authorities on these issues to the 35.000 listeners. She also co-authored the book *"One Life - How the most forward-looking organisations leverage work-life integration to attract talent and foster employee wellbeing"*, which was published in 2018.

**Ms. Caroline Harper Jantuah, Senior Inclusion and Diversity Adviser,
United Nations High Commissioner for Refugees**

Caroline is passionate about helping organizations create inclusive environments where diverse talent thrives and where leaders feel strong connections between their purpose and values and the work they do.

She has more than 30 years' Human Resource Consulting, Inclusion and Diversity experience working with private and public sector organizations drawn from across Europe, North America and Africa. She is an Organization and Leadership Development Consultant, Trainer, Facilitator and Executive Coach with significant experience of working with organizations on their HR and talent management strategies. Starting her career in Nigeria, she has based herself in the UK since the mid 1980's and in Switzerland since 2016.



Caroline has been an independent consultant and business owner since 2001. For 11 years she was Executive Director and Co-Founder of The Diversity Practice Ltd. She is currently a consultant with UNHCR, the UN Refugee Agency in Geneva in the role of Senior Inclusion, Diversity and Gender Equity Adviser. Prior to becoming self-employed she worked for GlaxoSmithKline in various HR, Organization and Learning Development roles. She is a Fellow of the Institute of Leadership and Management and member of the Chartered Institute for Personnel Development and International Coach Federation.

Ms. Sarah Lux-Lee, Founder and CEO of Mindr

Sarah Lux-Lee is the founder and CEO of Mindr, and a recognized thought leader on creating a strong sense of belonging in the workplace. She has spoken on this topic at the United Nations, TEDx, the World Economic Forum, NASA, SHE Summit, the Global Innovation Coalition for Change, and various Fortune 100 and Fortune 500 companies.

Sarah holds a Master of Public Administration from Columbia University, and was named a Next Generation Woman Leader by McKinsey & Company and one of 100 Women of Influence by the Australian Financial Review.



Good practice in Action: Examples of innovative implementation to create an enabling environment

Ms. Ana García Álvarez, Gender Affairs Officer, Departments of Political and Peacebuilding Affairs and Peace Operations

Ana García Álvarez is the Gender Affairs Officer in DPPA-DPO HQ. She was previously the Training, Outreach and Gender Affairs Coordinator in the Department for General Assembly and Conference Management (DGACM) where she played a key role in devising, implementing and reporting on DGACM Action Plans on Gender Equality and the Empowerment of Women and the Training Strategy of the Documentation Division/DGACM. In this capacity, she has coordinated working groups on knowledge management and gender-inclusive language. Prior to joining the United Nations, she worked as a Policy and Advocacy Officer for the private sector in Brussels providing services to governments and civil society groups on cultural and linguistic diversity issues. She holds a Master's Degree in European Interdisciplinary Studies from the College of Europe, as well as a Bachelor's Degree in Translation and Interpreting from the Universidad Autónoma de Madrid.



Anna Pfeiffer, Associate Diversity Coordinator, United Nations Office at Vienna/United Nations Office on Drugs and Crime.

Anna Pfeiffer is working as Associate Diversity Coordinator at the United Nations Office at Vienna/United Nations Office on Drugs and Crime. She is responsible for coordinating the organizations' human resources activities to promote an inclusive and enabling work environment, which includes the enhancement of gender equality, geographical diversity, and disability inclusion.

Anna's background is in teaching, coaching and research in the fields of HR and organizational development. She holds a Master and a PhD degree in Business Administration from Lund University. Prior to joining UNOV/UNODC, she has worked as a lecturer at Lund University and as a leadership trainer for women at DIS Copenhagen.



Mr. Nicolas Schmidt, Gender Associate in the Office for Gender Equality, United Nations Industrial Development Organization

Nicolas Schmidt is Gender Associate in the Office for Gender Equality and Empowerment of Women at the United Nations Industrial Development Organization (UNIDO). He focuses on fostering enabling and inclusive working environments and empowering women through industry, and is passionate about transforming social norms and engaging men in making gender equality a lived reality.

At UNIDO, he has previously worked on ensuring sustainable livelihoods for refugees, IDPs and host communities, and mainstreaming gender equality specifically throughout development projects in the field of agri-business. Before joining UNIDO, he worked on youth participation in parliaments for the Inter-Parliamentary Union (IPU) and on the Universal Periodic Review of the UN Human Rights Council for the Geneva-based NGO UPR Info. Nicolas holds a MES in European Studies from the Free and Technical Universities of Berlin and a BA in International Relations from the University of Geneva.



Ms. Rachel Loper, Gender Officer, International Atomic Energy Agency

Rachel Loper is a Gender Officer at the International Atomic Energy Agency. She actively promotes an enabling and inclusive working environment at the IAEA by collaborating with policy specialists, the learning and development team, and communications colleagues. Her main focus is supporting the IAEA's goal of achieving gender parity in Professional and higher positions by 2025. Rachel is passionate about furthering interagency collaboration to achieve common goals related to gender equality and increasing staff capacity on the topic to support organizational efforts.



Prior to joining the IAEA, Rachel worked as a Gender Associate in the Office for Gender Equality and Empowerment of Women at the United Nations Industrial Development Organization (UNIDO). Rachel holds a Masters Degree in International Studies with a focus on women and development from the Diplomatic Academy of Vienna, Austria and a Bachelors in Education from Denison University in Ohio.

Session Three: Shaping the future: Leading the path towards sustainable change and gender parity in the field

Ms. Fekitamoeloa Katoa 'Utoikamanu, Under-Secretary-General and High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States

Ms. 'Utoikamanu has the responsibilities of monitoring and following up the implementation of the Istanbul Programme of Action for the Least Developed Countries (LDCs), the Vienna Programme of Action for the Landlocked Developing Countries (LLDCs) and SAMOA Pathway for the Small Island Developing States (SIDS). She is also called on to advocate for the issues and concerns of these vulnerable countries and ensure their integration into and coherence with global processes, including those related to the 2030 Agenda and other global development frameworks. Ms. 'Utoikamanu coordinates the advocacy work related to the LDCs, LLDCs and SIDS in forums and platforms within and outside the United Nations.



Prior to joining the United Nations, Ms. 'Utoikamanu was Chief Executive Officer of the Ministry of Tourism, Tonga; Acting Pro-Chancellor and Chair of the Council of the University of the South Pacific (2015); Deputy Pro-Chancellor and Deputy Chair of the Council of the University of the South Pacific (2009-2016); Deputy Director General and Director of Education, Training and Human Development of the Secretariat of Pacific Community (2009-2015); Permanent Representative and Ambassador of the Government of Tonga to the United Nations, United States of America, Cuba and Venezuela and High Commissioner to Canada (2005-2009); and Secretary for Foreign Affairs and European Commission's National Authorizing Officer for Tonga (2002-2005).

Ms. 'Utoikamanu holds a Bachelor of Commerce in Economics (1980), and a Masters in Commerce in Economics (1983) from the University of Auckland in New Zealand.

Ms. Bintou Keita, Assistant Secretary-General for Africa, Department of Political and Peacebuilding Affairs - Department of Peace Operations

Ms. Keita has been serving as the Assistant Secretary-General for Africa, in the Departments of Political and Peacebuilding Affairs and Peace Operations since January 2019. Prior to this, Ms. Keita served as the Assistant Secretary-General for Peacekeeping Operations from November 2017.

Ms. Keita joined the United Nations in 1989. Her previous roles include Deputy Joint Special Representative for the African Union-United Nations Hybrid Operation in Darfur (UNAMID) from 2015 to 2017 and Ebola Crisis Manager for Sierra Leone, Chief of Staff and Director of Operations for the United Nations Mission for Ebola Emergency Response from 2014 to 2015.

Ms. Keita served in several senior management and leadership functions with the United Nations Children's Fund (UNICEF) in Chad, Congo, Madagascar, Cape Verde, Rwanda, Burundi and New York. From 2007 to 2010, she was Deputy Executive Representative of the Secretary-General for the United Nations Integrated Office in Burundi. She has also worked with the United Nations Development Programme (UNDP) and the Canadian International Development Agency in Guinea.

Ms. Keita holds a master's degree in social economy from the University Paris II, France, and a post-graduate degree in business administration and management from the University of Paris IX, France.



Ms. Nóirín O'Sullivan, Assistant Secretary-General for Safety and Security, Department of Safety and Security

Ms. O'Sullivan has over 36 years of experience in the international law enforcement and security environment and most recently held the position of Garda Commissioner of An Garda Síochána in Ireland. Prior to that, she was the Interim Acting Commissioner of An Garda Síochána, responsible for advising the Minister of Justice and the Government of Ireland on all matters pertaining to national security and policing.

As deputy to the Under-Secretary-General for Safety and Security (USG/DSS), the Assistant Secretary-General is responsible for the day-to-day overall management of the Department and supporting the USG in the overall leadership and management of the Department.

Ms. O'Sullivan brings to the role her extensive experience in international safety and security management, strategic management and leadership. She is a leader in partnership building, leading teams and able to manage complexity and to drive strategic change. She also brings an in-depth knowledge of international security, crisis management, strategic and institutional leadership and gender issues to the position.

Ms. O'Sullivan holds a Master of Business Studies (MBS) in Strategic Management and Planning from the Michael Smurfit School of Business, University College Dublin and a Bachelor of Arts in Police Management by Garda College and University of Limerick. She holds an Honorary Doctorate of Laws from the University of Ulster.



Mr. Simon Springett, UN Resident Coordinator and Humanitarian Coordinator in the Republic of Moldova

Mr. Springett brings 25 years of international experience in humanitarian and development work. Prior to assuming his duties as the United Nations Resident Coordinator in Moldova, Mr. Springett was the Chief Operating Officer and Deputy Director for Response Operations for the UK Department for International Development's Humanitarian and Stabilisation Operations Team. Mr. Springett served for five years as the United Nations Resident Coordinator, UNDP Resident Representative, UNFPA Representative, and the UN Designated Official in both The Republic of Mauritius and The Republic of Seychelles (2012-2017). Earlier in his career he held several key management positions within the international charity confederation Oxfam and concurrently sat as Trustee or Director for several international non-profit organizations.



Mr. Springett has worked extensively across Africa, East Asia, Central Asia, the Caucasus, and Southeastern Europe. Mr. Springett holds a Master's degree (MSc) in Development Practice (Humanitarian Protection) from Oxford Brookes University (United Kingdom), a Bachelor's degree in Geology from The College of Wooster (USA), and is a member of the UK Royal College of Defense Studies (2007). Mr. Springett is a member of the Inter-Agency Standing Committee (IASC) Humanitarian Coordination Pool.

Session Four: Empowering Gender Focal Points: Influencing others to walk the talk towards gender parity

Ms. Lena Moll, Talent Management Officer, Organization for Security and Co-operation in Europe (OSCE)

Lena is a Lawyer by training and a Facilitator, Coach and Mediator by passion. She has spent the past 13 years working in the field of Organizational Development and Learning and has been in charge of the Leadership and Management Development portfolio at the OSCE for the past 5 years.

Before she joined the OSCE, Lena was a People Developer with the UN (OHCHR) in Geneva, a Management Consultant with a large Consulting firm in the Middle East, and a Human Rights Trainer with the German Technical Cooperation in Africa.

Lena is dedicated to bringing out the best in people - for their own and the organization's benefit. And she is extremely grateful that her current job as a Talent Management Officer gives her the opportunity to do so on a daily basis.



Accelerating Progress Towards Gender Parity through Improved Talent Acquisition: Talent Pool of Women National Officers

Miguel Mourato Gordo, Director, Office of Human Resources, United Nations



Miguel is the Director of the Global Strategy and Policy Division in the Office of Human Resources at the United Nations. He leads the Division which serves as the central strategic authority for human resources policy matters for the global United Nations and rapidly evolving operations of field entities.

He is a senior advisor to the Assistant Secretary-General for Human Resources and represents Assistant Secretary-General and Under-Secretary-General on strategic human resources management and policy issues before governing and oversight bodies.

Mr. Mourato Gordo oversees the comprehensive approach to strategic workforce planning, developing strategies and initiatives to build a diverse workforce across the Organization. He leads the development of a robust knowledge management system to support capacity building, change management, organizational development and learning, performance management, career development and staff mobility, and succession development through effective engagement with a range of stakeholders, partners and practitioners.

Mr. Mourato Gordo has enjoyed a 26-year career in a variety of management areas in the private and public sectors. He previously served as Executive Officer of the Department for General Assembly and Conference Management (DGACM) (2014 – 2020) and Special Assistant to the Assistant Secretary-General for Human Resources Management (2009 – 2014). He has had the privilege to have worked in increasingly complex programmatic fields at both Headquarters and in Peacekeeping Operations in East Timor (UNTAET) and Haiti (MINUSTAH) as an executive manager, programme manager, change agent, advisor and resource manager.

Mr. Mourato Gordo holds a Masters in Business Administration from the University of Oxford and a Licenciatura in Management from the Technical University of Lisbon. He is fluent in Portuguese, English and Spanish and has working knowledge of French.

Session Five: Breaking Barriers: The importance of intersectionality in creating an enabling environment

Moderator: Mr. Monroe France

Monroe France serves as NYU's associate vice president for global engagement and inclusive leadership. In this role, he is responsible for enhancing inclusion, diversity, belonging, and equity opportunities and resources for NYU community members—including students, researchers, faculty, staff, and administrators—throughout the University's global network.



Prior to this position, Monroe was the associate vice president for student affairs and diversity initiatives at NYU. He has more than two decades of global experience as an educator, strategist, consultant, trainer, and presenter in the areas of inclusive and innovative leadership, transformation, and human rights. He is an adjunct professor at the NYU Silver School of Social Work and the NYU Steinhardt School of Culture, Education, and Communication's Higher Education and Student Affairs program. Monroe is honored to have received a number of awards for his work, including NYU's 2012 Distinguished Administrator of the Year Award; the Student Affairs Administrators' (NASPA) Diversity Achievement Award; and the 2018 The Ohio State University's Maude A. Stewart Award for exceptional leadership, service, and innovation in higher education and student affairs.

Ms. Caroline Harper Jantuah, Senior Inclusion and Diversity Adviser, United Nations High Commissioner for Refugees

Caroline is passionate about helping organizations create inclusive environments where diverse talent thrives and where leaders feel strong connections between their purpose and values and the work they do.

She has more than 30 years' Human Resource Consulting, Inclusion and Diversity experience working with private and public sector organizations drawn from across Europe, North America and Africa. She is an Organization and Leadership Development Consultant, Trainer, Facilitator and Executive Coach with significant experience of working with organizations on their HR and talent management strategies. Starting her career in Nigeria, she has based herself in the UK since the mid 1980's and in Switzerland since 2016.



Caroline has been an independent consultant and business owner since 2001. For 11 years she was Executive Director and Co-Founder of The Diversity Practice Ltd. She is currently a consultant with UNHCR, the UN Refugee Agency in Geneva in the role of Senior Inclusion, Diversity and Gender Equity Adviser. Prior to becoming self-employed she worked for GlaxoSmithKline in various HR, Organization and Learning Development roles. She is a Fellow of the Institute of Leadership and Management and member of the Chartered Institute for Personnel Development and International Coach Federation.

Mr. Xavier Orellana, Diversity and Inclusion Officer at the International Organization for Migration

Since 2017 Xavier is the Diversity and Inclusion Officer for the International Organization for Migration – IOM, at its headquarters in Geneva, Switzerland. He is responsible for leading the D&I agenda in this organization of 20,000 employees present in more than 400 locations worldwide.

His portfolio includes gender equity, racism and ethnicity-based discrimination, disability inclusion, multilingualism, and enhancing geographic diversity in the workforce. Previously he managed the UN System-Wide workplace program on HIV (UN Cares), developing and delivering training on HIV related issues for UN workers, as well as creating and delivering training on LGBTQI+ issues, mental health, substance use, unconscious bias, and related topics.



Ms. Mumbi Mbocha, Diversity and Inclusion Officer at the World Food Programme

Mumbi Mbocha is a Diversity & Inclusion and, Organizational Development Specialist with over 12 years' experience, Coach and facilitator. She is an experienced professional in areas including Organizational Development, Performance Management, Diversity and Inclusion and Performance Coaching.

For the last couple of years she has been working in the diversity and inclusion area for the World Food Programme where she has led the organization's gender parity agenda. Recently, with the clamour for racial equity and accountability, Mumbi has been at the front and centre of WFP's commitment to addressing racism in the organization.

Mumbi has a Master of Science degree in Organizational Development and a Bachelor of Psychology Degree. In addition, she has trained as a Coach with The Coaching Academy (United Kingdom). She is also a lifetime member of the Kenya Red Cross and most significantly, a single mother of a teenage daughter.



Ms. Juliane Drews, Change Manager, UNAIDS

Juliane drives organizational culture change at UNAIDS to build a work environment that is equal, safe and empowering for all staff. Grounded in an action learning process, this institutional transformation work aims to end power imbalances, instill feminist principles and apply an intersectional lens to build an inclusive and just organization.

Her areas of expertise include gender equality, diversity and inclusion, organizational development and talent management.

Juliane founded EMERGE, an award-winning programme for emerging women leaders from 11 United Nations entities. She has served at ILO, GIZ, ITC-ILO and UNAIDS.



Ms. Angela Lusigi, Strategic Advisor, United Nations Development Program Africa

Dr. Lusigi is a strategic advisor for United Nations Development Programme (UNDP) Regional Bureau for Africa in New York. She has over 20 years of experience in socio-economic analysis, inclusive and sustainable national development policies, leading projects and programmes, resource mobilization and UN Coordination.



She leads in the development of UNDP's Regional Human Development Report for Africa and has contributed to the African Economic Outlook series. She is passionate about gender equality and leadership development and led the establishment of the African Union-UNDP led African Young Women Leader's Fellowship Programme with the first cohort of 21 young leaders in 2019. She has also contributed to the Women in Governance and Political Participation pillar of the AU-UN African Women Leaders Network.

She has broad experience in development, gained from working for several UN agencies including UNDP, UNEP (UNDP-UNEP Poverty and Environment Initiative), the International Fund for Agricultural Development (IFAD) and the UN Food and Agriculture Organization (UN FAO) at national and Headquarter levels. She has worked in Botswana, Italy, Kenya, Nigeria, South Africa, Tanzania, and Zambia. Angela holds a Masters and a Doctoral degree in agricultural economics from the University of Reading in the United Kingdom and a Bachelor's degree (honors) in economics and computer science from the University of Waterloo in Canada.

Ms. Maria Teresa Lago Lao Diversity and Inclusion Specialist, United Nations Development Program

Teresa Lago Lao is originally from Spain and is a Diversity and Inclusion Specialist in the Office of Human Resources at the United Nations Development Programme (UNDP). In this role, Teresa is leading key initiatives in UNDP to strengthen an inclusive culture across UNDP and to enable a welcoming work environment for all.

Teresa has experience working on diversity and inclusion matters in a range of country contexts and the UN system – She worked as a Clinical Neuropsychologist in a psychiatric hospital in Spain, managed a Community-Based Rehabilitation Programme in South rural India, and lead UNDP efforts to advance disability inclusion across UNDP.

Teresa holds a degree in Psychology, and she has an MA in Research in Psychology, as well as a Post Graduate Diploma in Project Management in Development and one in Clinical Neuropsychology. Teresa enjoys camping, theater, learning about different ways of living and being around her loved ones.



Session Six: From the shadow pandemic to the hidden war on women: How to prevent sexual exploitation and abuse and sexual harassment for all

Ms. Kelly T. Clements, United Nations Deputy High Commissioner for Refugees and Chair of the CEB Task Force on Sexual Harassment

Kelly T. Clements joined UNHCR as Deputy High Commissioner on 6 July 2015. Clements has been closely involved with refugee and displacement issues throughout her career.

Before joining UNHCR, Clements was a member of the Senior Executive Service, serving as Deputy Assistant Secretary of State in the Bureau of Population, Refugees, and Migration (PRM) within the United States Department of State, where she was responsible for humanitarian issues in Asia and the Middle East and global policy and budget. In 2014, she was Acting Deputy Chief of Mission at the U.S. Embassy in Beirut, Lebanon.

From 1993 to 1996, Clements served at the U.S. Permanent Mission to the United Nations in Geneva, Switzerland on a Foreign Service appointment. She was Special Assistant to the Under Secretary of State for Global Affairs in 1997-1998. Clements served as a Senior Emergency Officer for Europe, the Newly Independent States, and the Americas, and later as Balkans Assistance Coordinator; she was deployed to Albania in 1999. She worked for the Office of the UN High Commissioner for Refugees in Bangladesh in 1992.

Clements holds a B.A. in International Studies and an M.A. in Urban Affairs from Virginia Tech, USA. She is a national of the United States of America.



Ms. Jane Connors, Victims' Rights Advocate for the United Nations

Ms. Jane Connors is the United Nations Victims' Rights Advocate on sexual exploitation and abuse. Previously, she served as the Director of International Advocacy for Amnesty International. From 1996 to 2015 she held various positions at the United Nations, including at the Office of the High Commissioner for Human Rights. Before joining the UN, she held academic posts in the United Kingdom and Australia, including 14 years at the School of Oriental and African Studies in London. Ms. Connors has published widely on UN human rights mechanisms, the human rights of women and children, in particular, gender-based violence.



Ms. Veronica Birga, Chief, Women's Human Rights and Gender Section, OHCHR

After working with the Organization for Security and Cooperation in Europe (OSCE) in the Balkans, she joined OHCHR in 1999. In the OHCHR she has covered several positions in Geneva and in the field. This has included thematic files such as migration, trafficking, violence against children and violence against women. She was also the Deputy Regional Representative of the Office in Central America. For the past 6 years she has been leading the work of the Women's Human Rights and Gender Section.



Ms. Théodora Suter, Head of Gender Coordination Unit, International Organization for Migration (IOM)

Theodora SUTER is the Head of Gender Coordination Unit in IOM- the International Organization for Migration. She has been with that organization for more than 20 years serving in different countries and different positions, predominantly in Europe and the Middle East. She worked on different thematic areas such as Counter Trafficking, Resettlement, Return of Qualified Nationals.

In her current positions she supervised the creation of the new IOM PSEA training as well as the IOM platform to report allegation of misconducts.



Mr. Gabe Scelta, Vice President, UN GLOBE

Gabe Scelta (he/him) is currently based in the UN Secretariat, Department of Economic and Social Affairs in New York. He has been a trainer with UN for All, moderating the Diversity and Inclusion in the Workplace core and LGBTQI+ modules. He is a member of UN-Globe's Trans-inclusivity Working Group which presented Recommendations for Inclusive Workplaces for Trans and Gender Non-conforming Staff to the Secretary General in 2018. One of his leading priorities for UN-GLOBE in the coming 2 years is to encourage diverse voices in policy, hiring, and stakeholder outreach across the UN System so that all of us can be our best selves at work while ensuring the UN System protects the dignity and human rights of others like us all over the world.



UN WOMEN

**Ms. Anita Bhatia,
Assistant Secretary-General and Deputy Executive Director, UN Women**

Ms. Bhatia has had a distinguished career at the World Bank Group, serving in various senior leadership and management positions, both at Headquarters and in the field. She brings extensive experience in the area of strategic partnerships, resource mobilization and management. Ms. Bhatia has served for several years as Director of Global Partnerships for the International Finance Corporation (IFC), the private sector arm of The World Bank Group.



In various positions she focused on enhancing sustainability, institutional effectiveness, and impact through strategic partnerships. As Head of IFC's Latin America Advisory Operations, based in Lima and La Paz, she successfully grew the Corporation's reach and impact in the region. As Director of Partnerships and Advisory Operations, she oversaw financial management, risk management, portfolio management, knowledge management and learning for Advisory Services across the globe. She has led diverse teams, including as Global Head of Knowledge Management, Head of Business Process Improvement and Head of Change Management. In addition to Latin America, she has worked in Africa, Europe, Central Asia and South and East Asia.

Ms. Bhatia holds a BA in History from Calcutta University, an MA in Political Science from Yale University and a Juris Doctor in Law from Georgetown University.

Ms. Åsa Regnér, Assistant Secretary-General and Deputy Executive Director, UN Women

Ms. Åsa Regnér is the Assistant Secretary-General and Deputy Executive Director since May 2019.

Ms. Regnér served since 2014 as Minister for Children, the Elderly and Gender Equality of Sweden, where her focus was on concrete results in the implementation of Swedish gender equality policies as well as a shift towards prevention of violence against women and the involvement of men and boys in gender equality work.



She has extensive experience in the area of gender equality and women's empowerment, having held various leadership positions in government, Non-Governmental Organizations (NGOs) and the United Nations. She has led important processes and campaigns as a leading advocate for feminism and gender equality in Sweden and beyond. She has built and managed strong partnerships with a range of key stakeholders, including women's movements and civil society, both at the global and in country contexts.

She previously served as UN Women Country Director in Bolivia (2013-2014) and Secretary-General of Riksförbundet för sexuell upplysning, Swedish International Planned Parenthood Federation branch. She also served as Director of Planning, Ministry of Justice (2004-2006) and as Political Adviser in the Prime Minister's Office (1999-2004). She began her career in women's rights as a volunteer for a Swedish NGO in La Paz, Bolivia (1990-1991) and moved to the Ministry of Labour working on Gender and labour market issues for several years in the 1990s.

Ms. Regnér holds a Master's Degree in Democratic Development from Uppsala University.

Ms. Katja Pehrman, Senior Advisor, UN Women

Katja Pehrman is Senior Advisor at UN Women, responsible for issues related to gender parity and equality. Currently she is actively involved in enhancing and implementing measures of the UN Secretary-General's System-wide Strategy on Gender Parity. She is also the Focal Point for Women in the UN System, responsible for leading and coordinating the work of nearly 400 Gender Focal Points across the UN System.

Prior to joining UN Women, she served as Ambassador and Permanent Representative of Finland to the Organization for Security and Co-operation (OSCE) in Vienna (2013-2017). In that capacity, she chaired the Human Dimension (Human Rights) Committee of the Organization, where her focus was on enhancing gender equality and the empowerment of women, the rights of minorities as well as the rights of persons with disabilities. Moreover, she was one of the initiators of the OSCE Wide Action Plan on Women, Peace and Security and a co-founder of the OSCE Group of Friends of Mediation.



Ms. Pehrman has 20 years of experience in multilateral diplomacy, inter-governmental negotiations, and leadership, throughout which enhancing gender equality and human rights have been constantly at the forefront of her work.

