

Gender Parity Guidelines when invited to speak at an event

If the speaker list is single-sex:

- Offer suggestions for interesting speakers that might round out the panel. Provision of ECS guidelines when organising an event (including tips on relevant databases).
- Call it out - make statement at the event about benefits of and commitment to gender diversity, pointing out to the unbalanced gender representation.
- Actively engage and encourage women to ask questions after the intervention.
- Add an empty chair.



Engage with the host to promote the Energy Community's gender equality commitments and pledges.

- Request information on other panellists.
- Inform organisers about the ECS's commitment to *"Aiming for equal representation of women and men in all events, in-person or online"* as part of our [Gender Equality Initiative](#).
- Share the ECS *"Gender Parity Guidelines: When organising an event"*, to inform of possible actions to be taken.

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Actively engage and encourage women!

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For examples of suggested language and relevant statements/reactions, please refer to the [ICG Panel Parity Pledge Guide](#), [Brussels Binder Toolbox](#), or contact the ECS Gender Equality staff.

- Include standard language on gender diversity commitment when replying to invitations:

"We have noticed that the composition of speakers at [event] is all-male/all-female. The Energy Community Secretariat is committed to achieving gender balance at all events, recognizing that equal representation of both genders enhances the value and impact of discussions".

"We are mindful that it can be a challenge to ensure a gender-balanced panel, and to this end, I would be pleased to propose [Name] to be invited to speak. This would be a great opportunity to ensure inclusive perspectives and insights on the topic. We can put you in touch with [Name] if you do not have another [female/male] panelist in mind."

*"The Energy Community Secretariat strives for a balanced representation of women and men at all events, acknowledging that the inclusion of all genders is crucial for fostering successful and innovative discussions."
(short version)*

"As part of the Energy Community's commitment to gender equality and our membership at the International Gender Champions, the Secretariat strives for a balanced representation of both women and men at all events and that no gender is restricted to a moderating or facilitating role. The visibility and inclusion of all genders are crucial for fostering successful and innovative discussions." (long version)