

# 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.

“

Actively engage and encourage women!

”

# Gender Parity Guidelines when invited to speak at an event

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)*