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 (incl. tips on relevant databases).
- Call it out - make statement at the event about benefits of and commitment to gender diversity, and 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 ECS 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] panellist in mind."