Gender Parity Guidelines: When invited to speak at an event

When invited to intervene at an external event, Secretariat staff should actively engage with the hosts to promote the Energy Community’s gender equality commitments and pledges and improve current inequalities.

When invited to take part and speak at an event:

→ **Inform the organisers** about the Energy Community’s [Gender Equality Initiative](https://ec.europa.eu/energy/en/gender-equality) and our commitment to “Aiming for equal representation of women and men in all events, in-person or online” ([ECS Gender Equality Declaration of 2021](https://ec.europa.eu/energy/en/gender-equality-declaration)).

→ **Inform the organisers** that the ECS is part of the [International Gender Champions Network (IGC)](https://www.genderchampions.com), and supports the [IGC Panel Parity Pledge](https://www.genderchampions.com/), implying that we strive to achieve gender-balance at every event in which we speak, and that we record related statistics.

→ **Request information on other panellists and enquire** how gender-parity can be achieved.

→ **Share our Energy Community Gender Parity Guidelines: When organising an event** with the event organisers, to inform them of possible actions they could be taking and on the expectations from the side of our organisation.

If the speaker list is single-sex:

→ **Offer suggestions** for interesting speakers (of the underrepresented gender) that might be included in the panel.

→ Reiterate the importance of a gender-balanced panel and the high value that having diverse panellists would add to the event (see [ECS training material](https://ec.europa.eu/energy/en/gender-equality-training-material)).

→ **Make a statement** at the event, pointing out to the unbalanced gender representation, highlighting the potential benefits thereof and mentioning the ECS commitments.

→ **Actively engage and encourage women** to ask questions after the intervention.

→ **Add an empty chair.**

For examples of suggested language and working of statements/reactions, please refer to the [IGC Panel Parity Pledge Guide](https://www.genderchampions.com/), [Brussels Binder Toolbox](https://ec.europa.eu/energy/en), or contact the ECS Gender Equality staff.

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1 In case of difficulties finding suitable female speakers, please refer the organiser to useful databases or ask ECS colleagues. Useful databases: [Lights on Women](https://www.lights-on-women.eu/), [Global Women’s Network for the Energy Transition](https://www.globalwomensnetworkfortheenergyntransition.org/) and the Clean Energy Council [speaker’s guide](https://www.cleanenergycouncil.org/speakers-guide), past conferences and communication platforms, such as LinkedIn.