Gender Responsive Standards

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Introduction – British Standards Institution

★ National Standards Body for the UK by Royal Charter and MOU with UK Government

★ UK member of ISO, IEC, CEN, CENELEC, etc.

★ ~13,000 individual standards-makers on ~1,200 committees
  ‼ <20% are women

★ ~2,200 stakeholder / nominating organizations represented in standards development

★ ~14,000 subscribing members

*BSI Group – assessment, certification, compliance support, training, and advisory services*
UNECE Declaration for Gender Responsive Standards & Standards Development

What is it?
- A collaboratively authored declaration designed to enable standards development organizations to pledge their commitment to gender equality and inclusion in standards development and standards

Who can sign?
- Any type of standards development organization anywhere in the world
What do signatories have to do?

- Create a gender action plan for their organization which will enable them to:
  - Improve the gender balance in their community of standards-makers
  - Create a gender inclusive standards development environment
  - Systematically develop gender responsive standards
How can we develop gender responsive standards?

**Diversify representation / voice**
Proactively encourage more women to get involved
Seek out and engage women’s organizations
Recognize gender expertise

**Broaden definitions**
Broaden definition of “relevant stakeholder”
Acknowledge direct and indirect stakeholders / impacts
How can we develop gender responsive standards?

**Question the data**
- Ensure standards-makers understand the data they are using and its biases
- Interrogate information used to make decisions

**Improve the process**
- Make the right tools available (e.g. for gender-based analysis)
- Make gender-responsive an imperative
- Strive for adjustability instead of neutral or “one size fits all”