Encouraging Gender Responsive Standards

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BSI Snapshot

Would recommend participation

Award nominees

All other ethnic groups

All white groups

3 + yrs service

< 3 yrs service

Overall 2017

Overall 2015

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0%
BSI Snapshot

- BSI is committed to diversity, inclusivity and equality in standards development

- We are increasing the proportion of participants who are female *and...*

- We are taking action to proactively encourage even more females to participate
Gender Responsive Standards “Charter” / Pledge

The Challenge

Develop a document which would encourage and enable NSBs and SDOs to see what they can do to:

- Improve the gender balance of those participating in standards development
- Ensure that the content of standards is gender responsive
- Ensure that standards are gender responsive when implemented / used
Gender Responsive Standards “Charter” / Pledge
The Rationale

The gender responsive group decided that:

- The approach for the current charter should be more “carrot” than “stick”

- We want to encourage NSBs and SDOs to take action so that we can evaluate the impacts / outcomes (pilot the recommendations) to inform further development

- Our aspiration is to see effective action / processes institutionalized within NSBs and SDOs to ensure change is sustainable
Gender Responsive Standards “Charter” / Pledge

The Content

Working towards gender balanced / representative and inclusive standards development environments

- Strive for a representative number of women in all phases of standards development
- Strive to create a standards development environment which enables gender inclusivity and equality
- Strive to develop a gender experts network as a resource to support standards development committees in their work
Gender Responsive Standards “Charter” / Pledge

The Content

Working towards gender balanced / representative and inclusive standards development environments

- Support individuals who want to be gender advocates by encouraging and enabling them to take action within their areas of standards development

- Strive for gender representative participation in other phases of the standards development process such as making proposals, commenting on proposals and commenting on drafts

- If individuals or the organization choose to take action, ensure personal and organizational plans include relevant objectives and that progress is being monitored and tactics are being reviewed and revised accordingly
Creating gender responsive standards

- Contribute to the development of a tool to review and analyse standards entering into any form of active development (new or revision) to identify which ones may have gender implications in their content or implementation.

- Contribute to the development of tools for gender-based analysis suitable for applying to standards and provide training in using the tools.

- Ensure committees have relevant expertise, tools and resources to strive to develop gender responsive standards where applicable.
Gender Responsive Standards “Charter” / Pledge

The Content

Strive to institutionalize successful and effective practices, procedures and policies to ensure the gender inclusive environment is maintained and that future standards will also be gender responsive.
Thank you!