



# Encouraging Gender Responsive Standards

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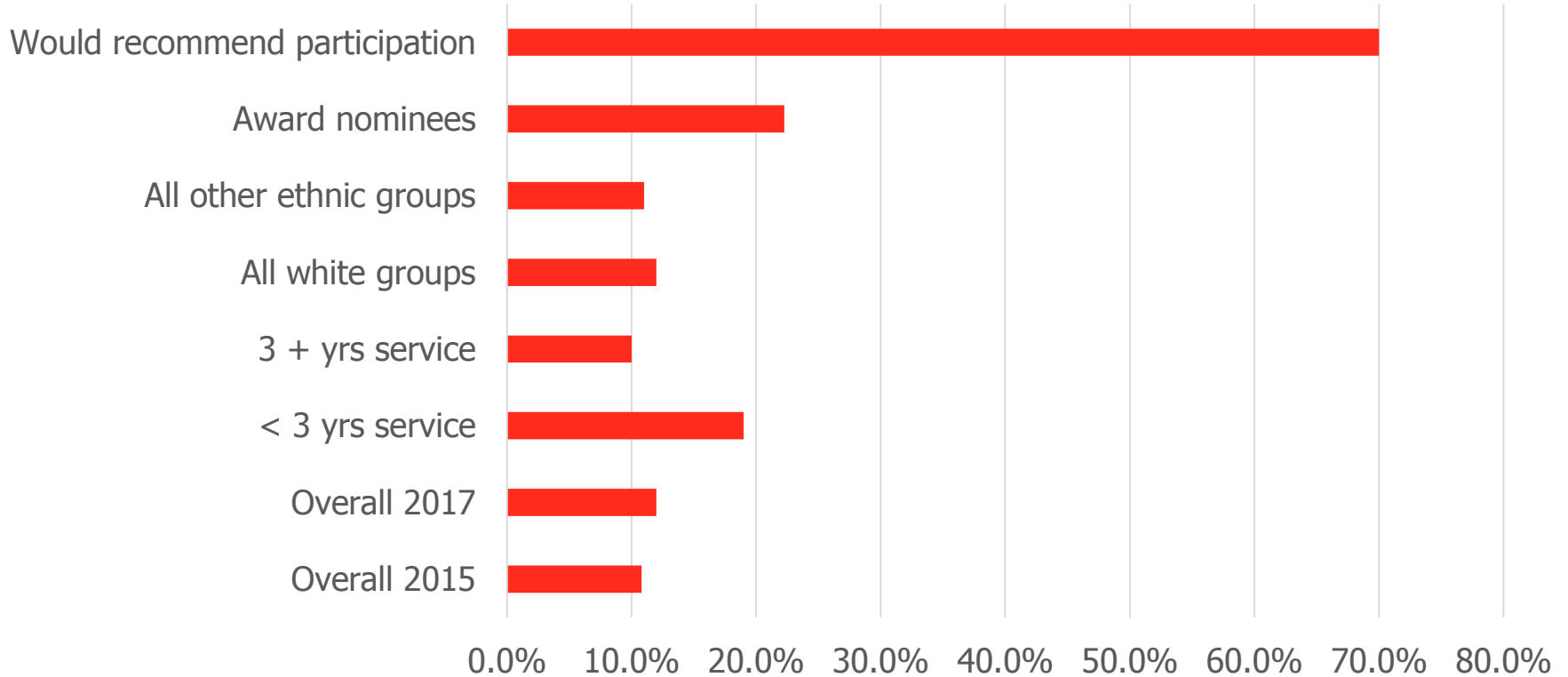
INVESTORS  
IN PEOPLE



By Royal Charter



# BSI Snapshot



# 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

# Gender Responsive Standards “Charter” / Pledge

## The Content

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!**