



Implementing Inclusivity Framework

Recommendations from the CEM Equality in Energy Transitions Initiative & MI's Inclusivity Catalyst

OBJECTIVES

The objective of this Framework is to encourage the consideration and implementation of Gender, Equity, Diversity, and Inclusion (GEDI) principles in the delivery of CEM and MI activities and provide recommendations on how to consider gender and diversity standards in the design and programming of CEM and MI events. The Framework builds on the guiding principles developed by Canada as part of their hosting of CEM10/MI4 on how to deliver a diverse and inclusive event and which were also endorsed and adopted by Chile for the planning of their Ministerial event (CEM10-MI4 Gender Equality Principles Canada adopted for its CEM-MI host-level country duties) Five years later, the CEM Equality in Energy Transitions Initiative and MI's Inclusivity Catalyst present this Framework for the consideration of the CEM and MI communities to foster greater integration of gender and diversity across their respective programmes and activities.

Specifically, this Framework encourages the CEM and MI communities to REFLECT, REPRESENT, REINFORCE and REFINE their commitment to the role of women, and equity, diversity, and inclusivity more broadly, in clean energy transitions by considering the following recommendations.

RECOMMENDATIONS FOR IMPLEMENTING INCLUSIVITY

STEP 1: REFLECT

- **CEM Workstreams and MI Missions** – CEM workstreams and MI Missions are invited to consider how their annual workplans can advance just and equitable clean energy transitions and to reflect on how such aspects can actively be considered for their sector, technology or area of focus. CEM and MI are encouraged to utilize the existing work from the Equality in Energy Transitions Initiative, Empowering People Initiative and Clean Energy Solution Center as a source of expertise.
- **CEM and MI members – Members** are the driving force behind both CEM and MI activities, and CEM and MI member representatives are invited to advocate for appropriate inclusivity considerations in the workstreams and missions that they lead or participate in, sharing their own approaches and examples of best practice.
- **CEM and MI Secretariats** – In their coordination and advisory capacities for the CEM and MI communities, will continue to facilitate reflections on integrating inclusivity and

help to establish connections between stakeholders within the community for collective reflections and sharing of best practices as appropriate.

STEP 2: REPRESENT

- **Delegations** – CEM and MI members should consider gender balance and representation when selecting delegations’ at CEM and MI Ministerial and other related events/engagements. Members should also consider how they can facilitate meaningful inclusion of youth delegates, including young women at the CEM and MI Ministerial and non-ministerial events (such as CEM workstream or MI Mission led workshops, webinars, etc.).
- **Events** – Organizers of CEM and MI events (including workshops and webinars) are encouraged to demonstrate consideration of gender balance and diverse representation including regional diversity and youth representation, as appropriate, amongst speakers/panelists, when developing and planning their events. The Equality Initiative is well positioned to leverage its network, including members of the Ambassadors Program and Equal by 30 Signatories, to drive increases in the gender and regional diversity of speakers at events.
- **Ministerial programmes** – As part of the planning process, Ministerial hosts are strongly encouraged to develop and deliver a Ministerial programme that showcases the importance of inclusive clean energy transitions and demonstrates that efforts have been made to achieve gender balance and representation in both the substance of the discussions and in organisational aspects, such as the selection of keynote speakers and moderators, with additional attention on representing the regional diversity of the CEM and MI membership.
- **Outcomes and Deliverables** – When shaping and developing outcomes and deliverables, the CEM and MI communities should explore opportunities to recognize the importance of an inclusive clean energy transition and could call for a gender-balanced approach to implementation alongside sector- and technology-specific objectives.

STEP 3: REINFORCE

- **Commitments to just and inclusive transitions** – CEM and MI members are encouraged to showcase the concrete actions they are taking to facilitate the role of women in clean energy and broader diversity. Within the context of CEM and MI, this could include participation in relevant workstreams such as the CEM’s Equality in Energy Transitions Initiative and deliverables under MI’s Inclusivity Catalyst, endorsing or inviting national stakeholders to endorse the Equalby30 campaign, or by nominating International

Ambassadors to serve as role models and inspire the next generation of women in clean energy within the Equality Initiative Ambassadors Program.

- **Governance and leadership** – CEM and MI communities are encouraged to reinforce inclusivity efforts and consider the benefits for CEM and MI governance structures of integrating gender and diversity issues as part of their respective mandates. This should also include striving for gender balance and regional diversity in the composition of their respective steering committees, workstream or mission leadership groups, and memberships more broadly.
- **Embedding inclusivity** – After reflecting on the relevant issues, workstreams are invited to consider how to concretely build inclusivity into their workplans, either in the form of dedicated activities or projects related to inclusive clean energy transitions for their technology/sector/area of focus or by mainstreaming these aspects into their broader portfolio of work. If workstreams are already actively building inclusivity into their workplans they are invited to advance this work and share best practice amongst the CEM and MI communities.
- **Communications** – The CEM and MI communities are invited to actively showcase and promote the work that they are doing domestically or internationally on just and inclusive transitions and to make this visible in their communication products. This should include accessible communications where reasonable. The CEM and MI communities are also encouraged to consider representation of gender balance in communication products, for example in the selection of images used for banners, posters and projected images at the Ministerial, other events or on websites and social media.

STEP 4: REFINE

- **Tracking progress** – The Equalby30 campaign has developed a self-assessment tool which organisations can use to assess their progress. To help track progress on sectoral efforts, the CEM and MI community may also wish to consider how to make social benefit measurements quantifiable for their areas of work and whether the workplans of CEM workstreams and MI missions could work towards regular reporting on such aspects. The Equality Initiative in partnership with the MI Inclusivity Catalyst could consider further opportunities to advance inclusivity data reporting within the CEM and MI communities.
- **Lessons learned** – Members and representatives of CEM and MI are invited to actively discuss and share examples of best practice, the associated challenges and future approaches either within their own communities or together, to strengthen the sharing of best practices between workstreams and across the communities. There are several fora that could be used to share and explore some of the lessons learned, including the new MI Think Tank Inclusivity Series and the CEM workstream coordination meetings.

- **Recognising success** – CEM and MI’s annual cycle of meetings – the CEM Senior Officials’ meeting/MI Annual Gathering and the Ministerial itself, provides an excellent opportunity to showcase the successes achieved as efforts made under the Implementing Inclusivity Framework. The CEM and MI communities are invited to share any such examples with the Equality Initiative, MI Inclusivity Catalyst and the CEM and MI Secretariats and to consider their inclusion in an annual summary of actions taken, annexed to this framework.
- **Sustainability** – The implementation of recommendations under the Implementing Inclusivity framework should be considered as an ongoing and cumulative effort, with the lessons learned from past and current efforts feeding into the reflection period for future activities.