

TIPS FOR GENDER-SENSITIVE COMMUNICATION IN DGACM



BACKGROUND

The overarching goal of the [System-wide Strategy on Gender Parity](#) (Gender Strategy), a top priority of the Secretary-General, is to “create a working environment that embraces equality, eradicates bias and is inclusive of all staff”, with the understanding that greater diversity leads to important gains in effectiveness and efficiency and reflects better the UN’s commitment with the principles it stands for.

DGACM is a strong advocate of gender equality and in recent years it has implemented Action Plans to promote gender equality and the empowerment of women. In support of the Gender Strategy’s goal of building an inclusive organizational culture and enhancing gender equality, DGACM has developed the following tips for gender-sensitive communication.

These tips are aimed at striving for a balanced representation of women and men and challenging gender stereotypes in the Department’s communication efforts. They cover the non-linguistic aspects of communication (for guidelines on gender-inclusive language in the six official languages, please visit [this website](#)) and should be read in conjunction with DPI’s “[Gender-checklist for Content Creators](#)”.

SCOPE

DGACM staff members are invited to follow these tips, as appropriate, when carrying out the actions below, provided they have ownership and control over them:

Internal and External Communication

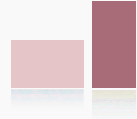
preparing and publishing internal and external information materials (various communication products and outreach materials etc.);

organizing internal and external departmental events (conferences, panels, cultural events, etc.);

appointing staff members to participate in missions in representation of the Department;

convening and leading internal meetings.

The following are a set of tips to ensure a gender-balanced approach on inward and outward communication that is non-discriminatory and free of gender stereotypes:



WHY

The majority of speakers, experts or authors invited to participate at international meetings, conferences and events are men. Thus, women are less represented in the conversations, miss the opportunity to strengthen their networks and lack visibility as professionals.



WHY



MAKE A FAIR AND DIVERSE PORTRAYAL OF

✦ DGACM, DM, DPI and UN-Women, Gender-inclusive language website (in [Arabic](#), [Chinese](#), [English](#), [French](#), [Russian](#), [Spanish](#)).

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