



CEPS PARITY PLEDGE

**Our commitment to
gender-balanced events**

8 March 2021

A decorative graphic at the bottom of the page features a thick yellow curved line that arches across the width of the page. Below this line, there are several overlapping, wavy bands of varying shades of green, creating a layered, abstract effect.

As a leading European think tank, organising more than 100 events every year in Brussels and online, it is CEPS' responsibility to promote the diverse opinions and ideas that represent the incredibly rich society we live in. Gender balance and diverse panels are crucial to presenting different perspectives and enhancing debates.

With this pledge, we want to make a strong commitment to gender equality and set ambitious targets to help promote equality and diversity in all policy events. We commit to taking an active role in transforming Brussels' policy landscape to make women's voices heard and female experts more visible. By giving a platform to women working in all fields of policymaking, we aim to inspire younger generations to pursue careers in all fields of research and encourage more women to become leaders.

At CEPS, we pledge:

- To achieve 50-50 gender balance in panels for all of our events.
- To ensure that the event time and format do not create unintentional barriers to women's participation.
- To encourage staff to continuously share their knowledge of female experts in different fields to increase the pool of women that could be invited to our own events.
- To systematically track gender representation at all our events to achieve our gender parity goals and identify topic areas requiring more effort to achieve gender balance.

- To publish our parity records on CEPS website every year to contribute to the overall knowledge about gender (in)equality at events and improve transparency on the issue.
- Not to substitute women moderators for women speakers. Although essential for driving the discussion, moderators do not make up for women panellists as they cannot showcase their expertise on a subject matter.
- To be allies. Male colleagues are encouraged to forego their participation in an event or a meeting if women are not represented on the panels. When invited to participate in an external event, all colleagues should first ask whether women experts are foreseen on the panels. If not, colleagues can propose a female expert as a panellist. Male colleagues can also suggest a colleague as a substitute for their seat and reserve the right to withdraw if, finally, there is no female representation on the panels.

At CEPS we recognise that gender is one of the many aspects of diversity and inclusion relevant to our work. While not specifically measured as part of this pledge, many other types of diversity including: age, disability, gender, race or ethnic origin, religion and sexual orientation also need to be represented in the discussions we foster as a European think tank. We further strive to foster an inclusive environment within CEPS that celebrates the richness that diversity brings to an organisation. This is reflected in our hiring, promotion and other policies and practices within our organisation.

This pledge was partly inspired by the Brussels Binder Toolkit, a collection of resources to improve gender balance in policy events. Find out more at: <https://brusselsbinder.org/toolkit/>