



Learnings for achieving gender equality

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HOW WILL YOU *USE YOUR POWER* FOR CHANGE?



INDIVIDUAL POWER –

Everybody has power, big and small, soft and hard, private or public.
We can all use our power to help achieve gender equality.

WITH MY POWER AS AN INDIVIDUAL, I WILL...



STRUCTURAL POWER –

We need to break down the barriers that have historically kept many girls and women from enjoying the same rights and opportunities as boys and men.

**WITH THE POWER MY ORGANIZATION, GOVERNMENT,
OR BUSINESS HAS TO CHANGE STRUCTURES, I WILL
WORK TO...**



THE POWER OF MOVEMENTS –

When people come together – including those who have long been excluded – we can make powerful change happen fast.

**TO STRENGTHEN THE MOVEMENT FOR A GENDER
EQUAL WORLD, WE WILL...**

Largest gender equality conference



- Private sector organisation working for gender and the health, rights, and wellbeing of girls and women
- Started in 2007 to improve maternal mortality
- Fourth conference in 2019: 8,000 delegates from 165 countries
- New Zealand: 11 delegates, from Parliament, Government, NGOs and one from Radio New Zealand

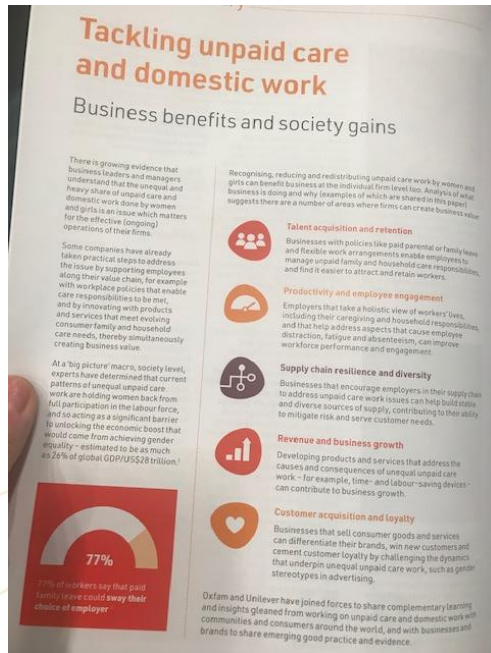


More than just a conference

- Programme before the conference
- Plenary sessions
- Concurrent events/side events
- Exhibitions (over 220 stands)
- Film festival
- Youth festival
- Cultural events and food truck party
- Massive commercial investment



Comprehensive programme



- Movements for change
- Women in the workforce
- Unpaid work
- Women in leadership
- Gender-based violence
- Health and education
- International development / climate change / community development
- Data, evidence and accountability
- A strong focus on youth, diversity and inclusiveness



Gender equality leaders

- Heads of state e.g. Presidents of Kenya and Ethiopia, Prime Minister of Canada, HRH Crown Princess Mary of Denmark, NZ Prime Minister (via video conference)
- Former world leaders e.g. Julia Gillard, Helen Clark
- Leaders of major UN and NGO groups
- Leaders of major private sector companies
- Philanthropists and movement leaders
e.g Melinda Gates



“If we want to use digital technology to close gender gaps, women must be part of building and designing it”,
Melinda Gates.



“If women participated in economies identically to men, it would add as much as \$28 trillion to the global economy”,
The World Bank.

“Gender equality is a precondition to meet the challenges of promoting resilient and sustainable development”,
UN Human Rights.

“I love your Prime Minister, how can I meet her?”,
Many conference delegates.

What can we learn?



- We are part of a global movement working for gender equality
- New Zealand faces many of the same challenges as comparable countries
- We are privileged in terms of education, health and jobs
- We are doing well in women in leadership and across all industries
- However, still major areas for progress e.g. domestic violence
- We all have influence and power – what we say and do is important and how we engage others
- We have think how we use technology – as a user and as a product to share information

What can we do?

- Mentor and encourage others
- Break down informal networking and decision-making
 - identify champions, find opportunities to talk, connect with others, learn about the decision-making processes in your organisation
- Improve access and sharing of knowledge
- Find out what is important to women
- Talk about workplace culture: policies on paid parental leave, harassment, flexible work, leadership development
- Collaborate – share ideas and efforts
- Use Bringing Gender In, a gender analysis tool, for policy analysis.



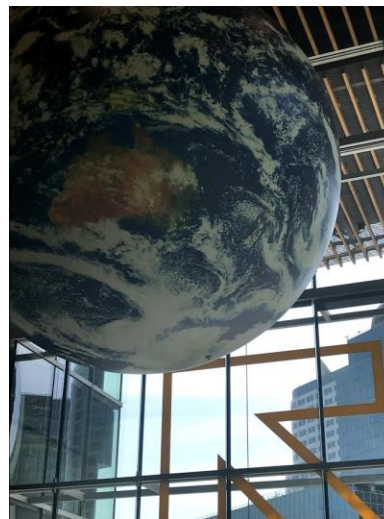
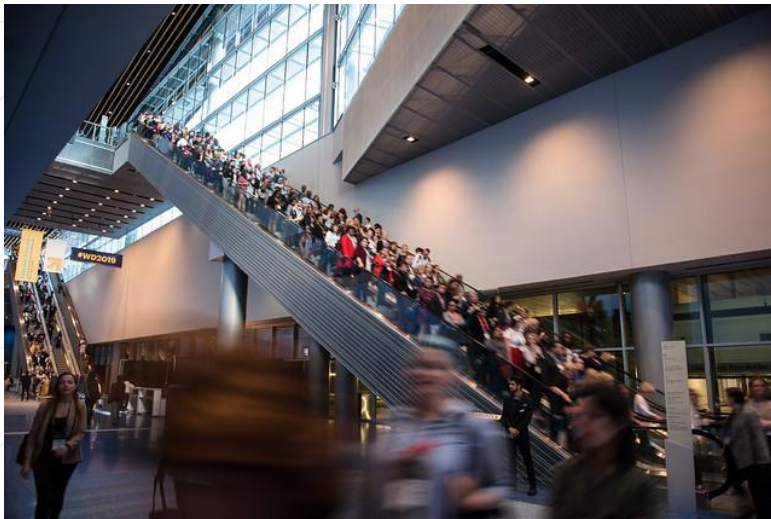
And when it gets hard..

- Start slow and close to home – small steps
- Ensure you are connecting with those you want to influence – use language and concepts they understand
- Read up on leaders in the field - be more informed and link in with thought leaders online
- Attend events to learn what others are doing
- Think about what you can do for inclusiveness
 - Simon Moutter (Spark): Diversity is about being invited to the party and inclusion is about being asked to dance



If you want more...

- Conference available to watch online <https://wd2019.org/>
- Women in local government project <https://fcm.ca/en/programs/women-in-local-government>
- Policy briefs <https://womendeliver.org/deliver-for-good/view-briefs/>



Next conference 2022,
venue to be decided