

VER=O

Nom de l'entreprise : Institut Luxembourgeois des Administrateurs

Secteur d'activité : Autres activités de services

Catégorie de l'entreprise : Fondation, Association, ONG

Description de l'action

Visibility + Engagement + Recognition = Opportunity

Contexte

- ILA corporate member “affiliated members” predominantly men
- ILA Committees, the percentage of women is even less than 25% in the majority of the committees
- ILA speakers (panels & facilitators) focused efforts for equality, but still predominantly male
- ILA membership o~25% women o% Gender neutral TBC o% Prefer not to say TBC

Objectifs

- Reach gender equity ILA committees & panels at ILA event
- Aim for gender equity attendance at ILA training and events through our corporate accounts

Approche

- Each corporate ILA member identifies through (2023 - 2024) oGender and age equity of affiliated members (not less than 40% of underrepresented gender - including non-identified)
- Each committee assess diversity and takes it in consideration when appointing new members (2023 - 2024) oGender and age equity (not less than 40% of underrepresented gender - including non-identified)
- Speakers & facilitators oEvents: ILA follows “The Pledge”
- oFacilitators: Target gender equity 40%

Impact

- Quantitative: reach 30% of women on ILA membership by 2024; 40% by 2025
- Qualitative: major visibility of underrepresented gender across membership, events, committees
- Long Term: Gender equality at committees & ILA events

« A faire »

- Ownership & Accountability oLeadership and chairs of committees need to share the objective and own the implementation towards the change
- Measure & Report

« Ne pas faire »

- Force without sharing objectives / benefits
- Force without buy in of leaders

