

# 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

