



WORLD
METEOROLOGICAL
ORGANIZATION

Raising awareness on gender equality, reflecting on our successes and challenges ahead

Gender Breakfast Dialogue

Tuesday, 30 March 2023

8:00-9:00 am

Wangari Maathai Lounge, CIG | In person

(Participants are encouraged to arrive at 7:45am)

Background

In recent years, the World Meteorological Organization (WMO) and its Members have made significant strides in advancing gender equality. Despite this progress, there are still considerable challenges that must be addressed to achieve gender parity within the WMO community. The WMO must remain committed to prioritizing gender inclusion across all areas of its work, including employment, programmatic activities, and decision-making processes. This is necessary to ensure optimal working environments and career opportunities across the WMO community, but also to ensure that the benefits of meteorological and hydrological services are accessible to all individuals, regardless of their gender.

Concept

Participants of the Gender Breakfast are invited to discuss and brainstorm on the challenges still faced by the organization in the implementation of the Gender Action Plan and come up with strategies to address the areas where progress remains slow as shown in [INF. 4.5\(1\)](#). The event will allow PRs and delegates to discuss and prepare for the Plenary session, where Congress will review and adopt the updated WMO Gender Action Plan ([Cg-19/Doc. 4.5\(1\)](#)) based on the progress of implementation of Resolution 82 (Cg-18).

Objectives

This event has several objectives:

1. Share ideas and inspire further discussion on gender issues ahead of the adoption of the updated WMO Gender Action Plan in Plenary (Cg-19/Doc. 4.5(1))
2. Identify strategies to accelerate progress in the areas in which progress has been slower (INF. 4.5(1))
3. Extract innovative ideas and concepts to further promote gender inclusion in the organization
4. Provide gender leaders with an opportunity to network and collaborate with others who share their commitment to gender equality
5. Celebrate achievements on gender balance since the adoption of the WMO Policy on Gender Equality



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Programme:

Welcoming remarks by moderator (3 mins)

- Ms Roseline Devillier, Coordination Officer (UN System Decision Support and Processes), WMO Liaison Office in New York, WMO and IPCC Gender Focal Point

The moderator will remind the concept of the breakfast to participants and encourage them to come up with ideas to address the areas of the Gender Action Plan which are less successful.

Short address (5 mins)

- Dr Sue Barrell, Winner of the 2022 IMO Prize and Active Member of the WMO community on the promotion of gender equality

Open discussion among attendees (45 mins)

Attendees are invited to reflect and discuss the aspects of the Gender Action Plan on which progress is most needed:

The three topics of discussion chosen will be available on each table:

1. Although significant progress has been made, the proportion of women experts in Regional Associations (RAs), technical commissions, the Research Board and other relevant WMO bodies is still low. What measures at the global, regional, national or even local level can be taken to increase the participation of female experts in these areas?
2. The proportion of female delegates in our Constituent Body sessions remains low. How can we encourage women's attendance and participation in these meetings?
3. Notwithstanding the considerable headway achieved in the representation of women in the WMO community, women continue to be underrepresented in leadership positions. How can we encourage young professionals, and in particular young women professionals to aim for leadership roles?

Gender champions, assisted by rapporteurs, will be assigned to each table to facilitate the discussions, take note of any pertinent ideas or issues raised during the discussions and summarize the discussion outcomes.

Final wrap-up and thank you by Moderator (2 min)

Participation

The event is open, up to 80 participants (TBC). All women PRs are invited, as well as women holding a senior position in other WMO governance mechanisms, WMO EM, Presidents and vice presidents of INFCOM, SERCOM, President and Vice Presidents of WMO. Men supporting gender equality are also invited to attend.

Pre-registration is required by [filling in the online registration form](#).

Logistics and material arrangements

Facilitators:



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- Gender champions should arrive 15 minutes before the event starts and need to be seated, one at each table.
- One rapporteur to be assigned to each table, to assist the gender champion
- The moderator will be standing up and going around the venue to give the floor to the selected speakers, when applicable.

Material arrangements:

- The lounge will be installed with tables of eight (8) in which breakfast and coffee will be served
- A sound system and 2 microphones will be available.
- Strategic Communications to take photos during the event.
- Tea, coffee, juice and small pastries will be set up on each table to avoid any movements.