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| WEATHER CLIMATE WATER | **World Meteorological Organization****COMMISSION FOR OBSERVATION, INFRASTRUCTURE AND INFORMATION SYSTEMS****Second Session**24 to 28 October 2022, Geneva | **INFCOM-2/Doc. 9** |
| Submitted by:Chair25.X.2022**DRAFT 2** |

**AGENDA ITEM 9: GENDER ISSUES**

# Proposed actions to address INFCOM Gender and diversity issues

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| **Summary** |
| **Document presented by:** President of INFCOM**Strategic objective 2020–2023:** All strategic objectives**Financial and administrative implications:** Within the parameters of the Strategic and Operational Plans 2020–2023 and to be reflected in the Strategic and Operational Plans 2024–2027**Key implementers:** INFCOM**Time frame:** 2023–2027**Action expected:** review and adopt Draft Decision 9/1 (INFCOM-2) |

# GENERAL CONSIDERATIONS

### INFCOM Gender and diversity issues

* Gender balance
* Succession planning
* Engagement of underrepresented domains and/or regions

In early summer 2022, approximately 60 participants from 28 countries gathered for the first INFCOM Gender Workshop. The kick-off introductory sessions represented a unique effort to proactively address gender balance in INFCOM expert groups and to launch the INFCOM Circles concept.

The INFCOM Gender group have identified the Lean In Circles model designed by Sheryl Sandberg (until recently CEO of Facebook) as a suitable first step *[Argentina]* for women from INFCOM to meet, discuss issues, network, learn of opportunities and support each other.

Through the presentations and interactive break-out groups, many ideas emerged as potential topics for future discussions**.** Overall, the workshop was well received. Participation was from a broad range of countries.

Recognizing the need to advance capacity development to remove barriers to balanced gender participation, as well as promotion of diversity good practice, this was followed by the “Allyship at work” workshop in late summer, which was well received and resulted in specific individual strong commitments to action by both genders within their services and INFCOM teams.

Since then, in order to create, maintain and progressively expand a network of female experts, seven INFCOM Circles (groups of approximately 10 women each) have been established to continue to meet the need to build and nurture networks of female scientists and technical experts.

# DRAFT DECISION

## Draft Decision 9/1 (INFCOM-2)

### Proposed actions to improve INFCOM Gender balance and diversity

**The Commission for Observation, Infrastructure and Information Systems,**

**Recalling** the goal of achieving gender equality and building resilience through the provision of gender-sensitive weather, hydrological and climate services which respond to the specific needs and socioeconomic circumstances of women and men,

**Further recalling** the WMO commitment to Target 10.2 of the SDG 10 “Reduced Inequalities”, which aims, by 2030, to empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. *[Secretariat]*

**Convinced** that diversity and inclusion, embracing all the elements called out by SDG 10 *[Secretariat]*, are instrumental for modern organizations as fostering innovation, boosting performance, facilitating improved governance, and better serving society;

**Reaffirming** the eight priorities for the INFCOM Gender Focal point, **decides:**

1. To roll out INFCOM Circles as an ongoing mechanism to connect, engage, mentor groups of women, including younger experts, across WMO and its Members, adapting materials where needed to broaden geographical appeal across cultures so that regional diversity is promoted;
2. To formulate recommendations based on the outcome of the Allyship at Work-Workshops as well as to adapt its content to broaden its usefulness to a WMO context and to enable regular *[Secretariat]* workshops;
3. To capture and communicate exemplars of success from women who have engaged in WMO expert teams, etc. and how this has helped them grow their skills, confidence, leadership, etc. AND the benefits that have flowed back to their organizations;
4. To move forward with *[Argentina]* the implementation of the eight priorities for the INFCOM Gender Focal point, stated in the [annex](#_Annex_to_draft) to the present decision;
5. To ensure INFCOM’s gender activities and priorities align with the objectives of the WMO Strategic Plan 2024–2027, WMO Gender Equality Policy and updated WMO Gender Action Plan*; [USA]*
6. To include a review of status and progress at each Management Group meeting of INFCOM as a standing agenda item;
7. To report back to each INFCOM session with the status and progress on gender and diversity issues;

**Requests** Members to register experts from underrepresented groups, especially females, from their service for the WMO Experts Network by EC-76 to address the current gender imbalance of the Commission;

**Also requests** Members to encourage more women, including younger experts, and other diversity groups volunteering for expert teams, identifying and removing internal barriers and biases *[BCT]* where needed;

**Invites** Members to appoint female delegates on their representation to INFCOM; *[Argentina]*

**Also invites** Members to increase equitable gender and other diversity group participation in their services;

**Invites** P/INFCOM to help broaden membership into the ‘Allyship at Work’ community and to encourage collaboration across INFCOM, SERCOM and the Research Board (RB), to consolidate lessons learned and good practice on gender equality and regional inclusivity from across the commissions, thereby supporting the objective of increased participation of women in all WMO technical commission activities. *[UK]*

**Invites** P/INFCOM, in collaboration with P/SERCOM and Chair RB to coordinate a joint recommendation for EC-76 for consideration in finalizing the SO 5.3 to Advance equal, effective and inclusive participation in governance, scientific cooperation and decision-making in the WMO SP2024–2027. *[UK]*

**Invites** the Secretary-General to feature gender equity in a special edition of the WMO Bulletin, to publish more exemplars of women engaged in all aspects of WMO activities *[Secretariat]* on the [Gender Equality page](https://public.wmo.int/en/resources/gender-equality) of the WMO website and include a selection in a special edition of the WMO Bulletin focused on gender equality.

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Decision justification: [Resolution 82 (Cg-18)](https://library.wmo.int/doc_num.php?explnum_id=9827/#page=262) - Gender Action Plan, [Resolution 1 (Cg-18)](https://library.wmo.int/doc_num.php?explnum_id=9827/#page=14) - WMO Strategic Plan 2020–2023, [Decision 55 (EC-70)](https://library.wmo.int/doc_num.php?explnum_id=4981#page=227) - Implementation of WMO Gender Equality Policy and Action Plan, [Decision 25 (INFCOM 1)](https://library.wmo.int/doc_num.php?explnum_id=11197#page=260) - Gender balance and the empowerment of women in the work of the Infrastructure Commission. Increased female participation is required, notably, in order to meet the 40% target set by WMO.

Note: This decision replaces [Decision 25 (INFCOM-1),](https://library.wmo.int/doc_num.php?explnum_id=11197#page=260) which is no longer in force.

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[Annex: 1](#annex)

## Annex to draft Decision 9/1 (INFCOM-2)

## Priorities for the INFCOM Gender Team

### 1. Need for nomination of female experts

* 1. INFCOM officers and experts comprises 511 experts nominated by 63 out of 115 members and 88 experts nominated by 20 partners.[Secretariat]Only 24% are female.
	2. On average INFCOM Standing Committees and Study Groups have 35% female participation, which is above the baseline of 24% nominated, yet below the 40% target participation.
	3. More female experts need to be nominated to the expert database.

### 2. Need for increased gender balance in Standing Committees and Study Groups

2.1 Only four out of nine INFCOM Standing Committees and Study Groups meet the 40% female participation target set by WMO. As old groups are closed and new groups are formed, this imbalance must be addressed.

2.1 The proportion of Expert Teams meeting the 40% benchmark is even lower.

**3. Eight focus areas for Gender balance**

1. To facilitate and monitor the successful implementation of the WMO Gender Action Plan within INFCOM, particularly the priority actions for 2020–2023 identified by Congress at its eighteenth session (Cg-18);
2. To increase the visibility of the unique contributions and outstanding achievements of women serving in INFCOM through the publishing of regular articles in the WMO Bulletin, MeteoWorld and other online communication tools in order to encourage young women scientists in the field in particular and also from underrepresented regions;
3. To devise strategies to remove barriers and biases [BCT] and improve the equal participation of women in the work of INFCOM, based on practical steps to include considerations of work-life balance, the promotion of role models, and lessons learned during the COVID-19 pandemic, as well as the general promotion of gender balanced good practices that advance gender equality and the empowerment of women and have demonstrable results, with quantitative and/or qualitative evidence of impact, as well as the potential to be successfully adapted and replicated elsewhere;
4. To create, maintain and progressively expand a network of female experts engaged in the work of all areas of INFCOM with a focus on facilitating shared best practices from Members who have success in using science, technology, engineering and math (STEM) programmes to help secure future staff resources and to ensure that the developers and users of weather, water and climate services provided by WMO and its Members serve the global community, recognizing that women and men are affected differently by weather and climate;
5. Through the activities and work of INFCOM, to advance the capacity development of women including, but not limited to, facilitating and promoting the organization of regional and subregional gender equality conferences, workshops, forums and events to enable and increase participation in observation, infrastructure and information systems as well as strengthening the position of women, especially younger experts,*[BCT]* as scientists, technologists and users of weather, water and climate services to foster the increased participation of women in weather and climate decision and policy-making;
6. To promote and monitor the production of gender-responsive weather, hydrological, climate and environmental basic infrastructures and services, engaging with other United Nations bodies, as appropriate, regarding how to ensure a wider engagement and understanding of user needs, recognizing that women may obtain relevant information differently and have distinct needs and differing access to resources due to gender-based divisions of labour, patterns of mobility and socially-expected behaviour patterns;
7. To compile regular statistics and analyse and develop reports on the implementation of gender mainstreaming within INFCOM to guide the implementation process through specified WMO targets;
8. To promote the improved regional representation of and equality of opportunity for women from within to INFCOM leadership positions.

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