Gender Equality & Diversity (Conferences & Events)

This note is prepared in addition to the current PRI Association Equality, Diversity and Inclusion Policy statement, which embeds equality, diversity and inclusion as core values of the PRI Executive. The Policy Statement sets out PRI’s commitment to respecting the rights of employees to fair work and pay. It further elaborates the benefits of a diverse workforce, including the value of bringing different perspectives, knowledge and life experience to bear.

The PRI Association also responds to the UN Global Compact Executive who, on the 15th March, 2016 called on all staff members at the UNGC initiative’s headquarters in New York and its partners to pledge not to take part or organise panels that only comprised only of men. As an investor initiative and partner of the UNGC the PRI Association will, where possible, embed this practice into its activity.

Statement of Intent

There is a need for equality of opportunity between men and women, as well as inherent value in bringing a wider range of perspectives to debates around responsible investment. The PRI encourages progress on gender equality and is a prominent voice in the industry. It is important that the PRI demonstrates its commitment to these values, both internally and through external communications including events. For these reasons:

- The Association will commit to including female representatives on any panels that it is responsible for organising. For PRI-led events, the PRI staff member responsible for the session content is expected to ensure compliance with this policy. In the unlikely event a PRI staff member is unable to comply with this policy, the PRI staff member must evidence and demonstrate efforts that were made to comply.
- Where the Association is approached by the industry to speak on a panel, a PRI Executive male staff members will not be able to participate in sessions where the moderator and panelists do not include a female. For non-PRI events, the line manager authorising the speaking role is expected to ensure compliance with this policy
- Where the Association is co-hosting an event with a Signatory, stakeholder or industry partner the Association will work collaboratively to include female representatives on any panels. We hope to encourage others to adopt this policy across the industry.
- The Association will monitor and record gender balance in all its events, potentially with a view to feeding this information into organisational KPIs

As outlined by the UNHCR; ‘Gender refers to the socially constructed roles for women and men, which are often central to the way in which people define themselves and are defined by others. Gender roles are learned, changeable over time, and variable within and between
cultures. Gender often defines the duties, responsibilities, constraints, opportunities and privileges of women and men in any context’.

Scope
The Association is a large and functionally diverse organisation operating in a local, national and international context. We expect all employees, consultants, contractors and other partners and colleagues to behave in accordance with this policy and to have regard for the Association’s values. However, it is acknowledged that some of the international contexts in which the Association operates may place restrictions on the extent to which this policy can govern the practices of partners and contractors.

Monitoring
A member of the Communications team will be nominated to act as a gender equality champion for PRI events, and will keep a record of the gender split at each event the PRI runs or participates in. This information will be reviewed quarterly and reported to the management team.

Along with the Equality, Diversity and Inclusion Policy statement we will annually assess the Gender Equality & Diversity Policy (Conference & Events). The policy will be posted on the company intranet and is required reading for all employees, contractors and consultants. If you have any questions regarding this policy please communicate these to: events@unpri.org