

Women in Power and Decision-Making — Recommendations

Action on all goals, whether short, medium or long term, needs to begin immediately.

Short Term

- Urge UN Member States to elect a female UN Secretary General.
- Encourage states to develop the most appropriate and effective combination of voluntary and mandatory quotas for election to legislative bodies.
- Support financial regulatory authorities' institution of quotas for membership on corporate boards.
- Align policies, legislation, and other initiatives to support of women's equal participation on corporate boards.

Medium Term

- Recruit and retain women at senior levels of international organizations and promote gender parity and gender mainstreaming.
- Develop codes of conduct in government and private workspaces to protect women from harassment, violence, hate speech and other hostile practices.
- Increase women's access to capital and equitable loan and credit practices.
- Collaborate with leadership in all sectors (economy, political, legal, finance and STEM) to re-position women as co-drivers in creating a political and economic culture open to new perspectives and equal empowerment models.
- Include civil society, as the most influential voice for women and marginalized populations, in all levels of decision-making.
- Promote recognition that women-inclusive boards perform better both financially and in society's interest.

Long Term

- Create a gender evaluation tool for hiring in UN agencies and develop mechanisms to hold states accountable through, e.g., allocation of high-ranking jobs.

- Promote financial reform in political parties to avoid negative impact on female and minority candidates. Encourage parties to adopt voluntary practices to promote women to cabinet positions and support leadership training for women.
- Redress gender bias in financial practices and banking. Train decision makers to adopt nondiscriminatory mindsets. Provide training and mentoring for women in business and enlist allies among male leaders. Prioritize women's enrollment in STEM education. Develop gender neutrality rules and mechanisms in AI applications.