

Recommendations

to ensure age, gender and diversity considerations are integrated in all stocktaking events and the High-Level Officials Meeting (HLOM)

UNHCR's Age, Gender and Diversity policy of 2018 reinforces the organization's long-standing commitment to ensuring that people are at the centre of all that we do. This requires that we apply an age, gender, and diversity (AGD) approach to all aspects of our work. The Policy covers all persons of concern to UNHCR and applies to all operations and Headquarters in all areas of UNHCR's work. The following points are reminders on how to apply an AGD lens during any HLOM-related event.

1. **Preparation and participation:** Include organisations, networks and groups led by persons of concern, as well as persons of different ages, genders and diversity backgrounds, and actively support their meaningful engagement in the preparation of the event. This includes thematic briefings and information exchange on the objectives, audience and format of the event, as well as actions to address participation challenges such as lack of internet connection, time difference, costs of participation, etc.
2. Ensure **meaningful participation** of persons of concern. All events should include persons of concern not only as speakers, but also actively involve them in the preparation of the event (see above). Meaningful participation also includes ensuring the accessibility of events for persons across the age, gender and diversity spectrum, with particular consideration for physical access, and language and interpretation needs.
3. **Organize inclusive events.** Ensure panels and events are gender balanced and inclusive and that panellists are from different geographical regions, cultures and ages, persons with diverse sexual orientations and persons with disabilities.
4. **Ensure a focus on AGD.** Include at least one speaker/panellist to speak directly on age, gender and diversity issues and address the interlinkages or intersectionality between different AGD concerns. Refer to the AGD Tip Sheet and other specific guidance notes on children, youth, older persons, persons with disabilities. See: <https://www.unhcr.org/search?comid=6092b9c14&cid=49aea93aa7&scid=49aea93a57&tid=49ec6f17f&&tags=Pledgingguidance>
5. **Set the scene.** Facilitators/Chairs must highlight the importance of addressing age, gender and diversity concerns in their opening remarks and actively encourage speakers to reflect on the different impacts that the issues under discussion might have on the protection of forcibly displaced and stateless women and men, girls and boys, persons with diverse backgrounds, disabilities and sexual orientations.
6. **Keep the focus on AGD.** Include AGD sensitive questions and ensure AGD specific considerations are addressed in concluding remarks. In particular, the event should highlight the specific risks, capacities and responses for persons of different ages, genders and diversity backgrounds.
7. **Address AGD in conclusions and recommendations.** Ensure that any conclusions or recommendations explicitly address age, gender and diversity concerns and highlight the role of affected populations in these recommendations.
8. **Monitor** the implementation of these recommendations.

A gender audit team, comprising refugee women, will be auditing the process ahead of the HLOM (including all stocktaking events), and the HLOM itself. The team will assess to what extent the events comply with UNHCR's AGD Policy.