

# JCI Europe's Equality and Diversity Taskforce report for EC 2020

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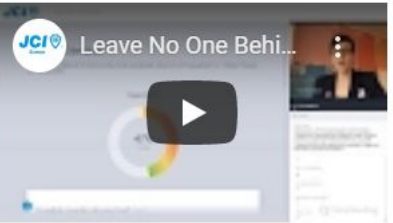
# The purpose

- We want to be a leading organization when it comes to equality and diversity within JCI
  - Welcoming, inclusive and safe for everyone
  - Correct the gender bias, not only within elected and appointed positions but also in our culture
- This results in more potential members, more involvement of the current members and realignment of JCI with young people's values and identity

# Achievements in 2020 so far

- ✓ Empowerment program (7 sessions already done)
  - Monthly webinars for all
  - Topics include: LGBTQIA+, disability, ending sexual harassment, championing equality etc.
  - Collaborated with high level officers from UN Women and with experienced trainers from various countries and areas
  - Next webinars will be advertised on JCI Europe's facebook page
- ✓ Supporting local and national initiatives
  - Monthly meetings and a WhatsApp group
- ✓ Equality and diversity survey
  - Still open for responses until October 1st: <https://bit.ly/3eeG3Ac>)
  - Very interesting preliminary results now uploaded and shared with you

# Empowerment program



- Monthly webinars open to all
- **Target audience:** people from different marginalized groups in society (LGBTQIA+, disabled, gender-non conforming, women, immigrants, different ethnicities and religious backgrounds)
- **Goal:** empower people to go further in their leadership roles but also to challenge the current structures of power with the aim of more inclusive society with equity
- Collaboration with high level UN Women officers and an Estonian parliamentarian for example
- Recordings available on JCI Europe's website and youtube

Nov 2019 – „Challenging the structures of power“

Jan 2020 – „Throwing gender norms out the window“

Feb 2020 – „Promoting institutional reform to end sexual harassment“

Feb 2020 – „Inclusive leadership“

March 2020 – „How to be inclusive when it comes to LGBTQIA+“

April 2020 – „Leave no one behind“

May 2020 – „Women in entrepreneurship“





# Supporting local and national initiatives



- Monthly meetings and a WhatsApp group
- Collaborative events and projects related to equality and diversity on a local and national level
  - German Diversity Day video on the 26th of May

Equality&Diversity Local!  
Created 11/12/2019 at 00:20



# Equality and diversity survey

- **Objectives:** To create a baseline and starting point to improve the quality of interactions, presentations and programs within JCI in Europe.
- The survey is divided into three sections: **Inclusion, Empowerment** and **Safety**.

- EU GDPR compliant.
- The consolidated results will be shared with the JCI HQ and the JCI Europe's National Presidents.
- Survey **is still open**.



# About the survey's preliminary results

(as of 23<sup>rd</sup> of May 2020)

- **103** respondents
- This presentation consists of a **selection** of responses to the survey
- Provide **important** and **significant** data
- Taking the **temperature** on the organization
- The survey will be **open** to **1st of October**
- A more detailed slide package with preliminary survey results has been uploaded as well





## Results to pay attention to

**30+ %** have “**personally experienced harassment, unwanted sexual attentions and/or bullying.**”

**20+ %** experienced it after they took on a **leadership role.**

**40+ %** have “**personally witnessed or a friend has confided in me about an experienced harassment, unwanted sexual attentions and/or bullying.**”

# Upcoming / ongoing work

- Empowerment program (5 sessions left until the end of 2020)
- Supporting local and national initiatives
- Policy and manual for JCI Europe regarding bullying, violence and sexual harassment
- Implementing safe spaces at JCI events in Europe
- Menstruation cost inequalities
- Diversity and equality recommendations brochure

# What now – in a nutshell?

- Looking for support for **local and/or national initiatives**?
  - Jennifer Polzin ([jennifer.polzin@arzt-service-plus.de](mailto:jennifer.polzin@arzt-service-plus.de))
- Have input for the **equality and diversity survey**?
  - <https://bit.ly/3eeG3Ac> until October 1st 2020, please share!
- Want to attend the **empowerment webinars** or share them with your networks?
  - JCI Europe's facebook page or Ríkey Jóna Eiríksdóttir ([rikeyjona@jci.is](mailto:rikeyjona@jci.is))
- **Feedback** – wanting to know more or contribute?
  - Svava Arnardóttir ([svava@jci.is](mailto:svava@jci.is) / [sarnardottir@jci.cc](mailto:sarnardottir@jci.cc))