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# Gender Representation at Events

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## Our commitment

Agora Energiewende, Agora Industry and Agora Agriculture are committed to ensuring gender balance in all our public events. Equal representation for us means ensuring that women have a seat at the table in all our panels and events.

### For Agora-organised events, this means:

- Gender-balanced panels and events:
  - At least one female speaker at events with three speakers or less (excluding moderators)
  - Equal number of male and female speakers at events with an even number of speakers; or 2/3 ratio of female/male speakers at events with an even number of speakers (excluding moderators)
- Equal speaking time and active participation for speakers
- Prioritizing questions from female audience members

We encourage our male colleagues to **decline invitations to all-male panels or events that do not feature active participation by women**. We work with partners to promote gender-balanced representation, for example by highlighting qualified female colleagues. Ultimately, final speaker selections remain with the event organisers.

Please note that panels with a female moderator but without at least one female speaker still count as all-male panels, as moderation is not considered an active contribution to the discussion. If an event does not meet this minimum standard, we suggest to **withdraw the participation, even at short notice**.

## Monitoring and evaluating our progress

### As part of our commitment, our events team tracks and publishes data including:

- Percentage of women speakers at Agora Energiewende events
- Percentage of all-male panels
- Percentage of gender balanced panels (incl. featuring a higher number of women)

If we fail to achieve our objectives, we will reflect on our process and evaluate what we can do differently in the future.