
Gender Representation at Events

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.