

**SIXTIETH SESSION OF THE IPCC**  
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## **PROGRESS REPORTS**

### **Gender Action Team**

(Prepared by the Gender Action Team)

(Submitted by the Secretary of the IPCC)

# PROGRESS REPORTS

## Gender Action Team

### 1. Background

The IPCC Gender Action Team (GAT) was established by the Panel at its 52<sup>nd</sup> Session (Paris, February 2020) through the Decision [IPCC-LII/Doc. 9, Rev. 1](#) which outlines the [Gender Policy and Implementation Plan](#). The GAT operates as a practical working arrangement responsible for the Implementation Plan and reports to the Panel through the IPCC Executive Committee (ExCom) and the IPCC Bureau.

This report provides a summary of the activities of the GAT since it last reported to the Panel at its 57<sup>th</sup> Session (IPCC-57) in September 2022.

### 2. GAT activities during the reporting period

From September 2022 to December 2023, the GAT has met nine times and the work has centered around the following areas:

- Gender, diversity, and inclusivity survey.
- The code of conduct and process for addressing complaints.
- Preparations for the Expert Meeting on diversity, equity, inclusion, and gender-related issues.
- Training.

#### 2.1 Gender, diversity, and inclusivity survey

The survey on gender, diversity, and inclusivity that was conducted on participants from the sixth assessment cycle including authors, Bureau, and Task Force Bureau Members, and TSU members, was completed within the agreed timeline at the end of July 2023.

345 responses were received out of 1,408 representing about a 24% response rate.

Among other things, the survey found that:

- Gender, diversity, equity, and inclusion issues are taken seriously and discussed openly within the IPCC, although there remains a need for additional communication of existing efforts and initiatives to address these issues in the IPCC.
- There is a strong interest for ongoing learning and improvements in diversity, equity, and inclusion issues, including intercultural competence and unconscious bias during an assessment cycle, thus highlighting the need for consistent training during the cycle.
- It is crucial to ensure inclusivity in decision-making processes at all levels to represent the needs and experiences of all participants.
- Female respondents expressed a lack of confidence in reporting processes for inappropriate behaviours, further calling for clear communication and initiatives to address these issues within the IPCC.

The full report of the survey can be found in Paper Smart.

#### 2.2 Code of conduct and mechanism for addressing complaints

As noted at the 57<sup>th</sup> Session of the IPCC, the issue of a Code of Conduct was to be dealt with in accordance with United Nations (UN) practices at an organizational level. Accordingly, the GAT with the assistance of the IPCC Legal Officer adapted the IPCC Code of Conduct to align it with the UN model Code of Conduct, also applied by the World Meteorological Organization (WMO), which applies

for all UN events and activities and is endorsed by the UN High-Level Committee on Management on behalf of the Chief Executives Board of the UN.

The GAT, with the assistance of the IPCC Legal Officer has developed a draft process for addressing informal and formal complaints, which includes a preliminary assessment and investigatory structure and process adapted from those of WMO, applicable to the IPCC.

Part of the process of dealing with complaints is the establishment of a Conduct Committee, analogous to the Conflict of Interest (COI) Committee in terms of confidential review and determination. The Conduct Committee would consider outcomes from WMO's Internal Oversight Office (IOO), which would undertake a preliminary assessment and any needed investigation with respect to formal complaints received. The Conduct Committee would be established with Panel review and approval at a future session.

As stated in the [roadmap](#) of this process presented to the Panel at IPCC-57, the GAT intends to present the process to the ExCom for their feedback, followed by the Bureau for their input before seeking approval by the Panel at a future session.

In the absence of a formal process to addressing complaints, and in response to three formal complaints submitted between May and June 2022, the GAT from the sixth assessment cycle reached out to the three complainants, with the view to provide them an update them on the current status of the processes in development for addressing complaints.

### **2.3 Expert meeting on diversity, equity, inclusion, and gender-related issues**

At IPCC-57, the Panel approved the 2023 IPCC budget which includes an Expert Meeting on diversity, equity, inclusion, and gender-related issues. Due to the launch of the Sixth Assessment Report (AR6) Synthesis Report in March 2023 and elections the following July, the GAT members from the sixth assessment cycle were not able to hold the meeting before the cycle ended. The GAT then worked on the draft Terms of Reference of the Scientific Steering Committee for the expert meeting to be finalized by the GAT from the seventh assessment cycle. For continuity purposes, some members of the GAT from the sixth assessment cycle volunteered to be part of the steering committee which would be finalized by the new membership in the seventh assessment cycle.

During its 19<sup>th</sup> meeting held on 8 December, the GAT finalized the Terms of Reference and constituted the list of the Steering Committee members whose availability will be checked on performing such a task. The membership and Terms of Reference are appended in Annex I to this document. The Steering Committee will begin its work to hold the meeting in 2024.

### **2.4 Training**

Recognizing the training needs outlined in the Gender Policy and Implementation Plan (Goal 3) and one of the recommendations of the survey, the GAT is planning training including on ethics, diversity, equity, and inclusion issues early in the cycle for the Bureau which will then be extended down authors. The GAT is working with the Secretariat and WMO and UN Secretariat to first train the Bureau starting with their next session and then authors once those are in place. Before this can be done, the GAT Chair and Vice-Chair plan to review the content. The timeline and format of the training is under discussion with WMO and UN Ethics office.

## **3. Handover between sixth and seventh assessment cycle**

The GAT members from the sixth assessment cycle ensured a smooth handover to the new Bureau so that the new GAT can comfortably continue with their work. The previous GAT-Chair Ko Barrett gave a presentation during the informal joint Bureaus meeting held in Nairobi on 29 July 2023, outlining key achievements of GAT and areas needing immediate attention once the new GAT begins its work.

The first GAT meeting of the seventh assessment cycle was held on 26 October 2023 where Diana Urge-Vorsatz and Ines Camilloni were elected as GAT Chair and Vice-Chair respectively. A generic presentation on the GAT was made to the ExCom at its first meeting of the seventh assessment cycle, as part of the induction process. The new GAT membership is appended in Annex II to this report.

## **5. Expected outcome**

The Panel is invited to take note of this report and advise, as necessary.

## ***Annex I:***

### **IPCC Expert Meeting on Gender, Diversity and Inclusivity Scientific Steering Committee Terms of Reference**

#### **Introduction**

1. At the 54th (bis) Plenary, the IPCC agreed the budget allocation from the IPCC Trust Fund for a proposal for an *Expert Meeting on Gender, Diversity and Inclusivity* (Decision IPCC-LIV(bis)-2).
2. The Decision was based on a proposal submitted by the Chairs of the Gender Action Team for an *Expert Meeting on Gender, Diversity and Inclusivity* (IPCC- LIV(bis)/Doc. 2, Rev.1, Add. 1).
3. The Chairs of the Gender Action Team of the IPCC Sixth Assessment Report Cycle herein establish a Scientific Steering Committee (SSC) to lead the design, convening of, and reporting on the Expert Meeting and to advise on the selection of participants.

#### **Composition of the Scientific Steering Committee**

4. Membership of the SSC is drawn from members of the Gender Action Team from both the Sixth and Seventh Assessment Cycles to ensure a seamless continuity of work on preparations for the Expert Meeting. The SSC is chaired by the Gender Action Team Chair from the IPCC Seventh Assessment Cycle.
5. The SSC may invite additional members to fill gaps in expertise.

#### **Role and Mandate**

6. The role of the SSC is to support the design, convening of, and reporting on the IPCC Expert Meeting in accordance with Section 7.1 of *Appendix A to the Principles Governing IPCC Work, Procedures for the Preparation, Review, Acceptance, Adoption, Approval and Publication of IPCC Reports*.
7. The specific mandate of the SSC is as follows:
  - a. To establish the programme for the Expert Meeting;
  - b. To prepare a list of experts, in consultation with the IPCC Bureau, to be invited by the Secretariat to participate in the Expert Meeting;
  - c. To prepare the necessary documentation to inform the Expert Meeting;
  - d. To facilitate the Expert Meeting; and
  - e. To prepare a document with the outcomes of the Expert Meeting to be transmitted to the Secretariat for transmission to the Panel and for publication.

#### **Mode of Operation**

8. The SSC will meet virtually, or physically as circumstances permit, as often as is necessary to fulfil its mandate.
9. The work of the SSC and the logistical organization of the Expert Meeting will be supported by the IPCC Secretariat.
10. The work of the SSC will cease when the report of the Expert Meeting has been submitted to the IPCC Secretariat.

#### **Appendix**

*The following members from the Gender Action Team of the IPCC Sixth Assessment Report cycle have volunteered to be considered for membership on the Scientific Steering Committee for the Expert Meeting on Gender, Diversity and Inclusivity:*

Ko Barrett, Chair  
Thelma Krug, Vice-Chair  
Valérie Masson-Delmotte

Anna Pirani  
Debra Roberts  
Shreya Some  
Kiyoto Tanabe  
Melinda Tignor  
Diána Úrge-Vorsatz  
Shereen Zorba  
Siir Kilkis  
Bart van den Hurk  
Winston Chow  
Ines Camilloni  
Sherilee Harper  
Takeshi Enoki  
Roseline Devillier  
Robert Vautard  
Kate Calvin  
Working Group II Vice-Chair (TBC)  
Someone with a background in the science of gender, diversity, and inclusion issues

***Annex II:***

**Membership of the Gender Action Team – Seventh Assessment cycle**

Diana Ürge-Vorsatz (GAT Chair)  
Ines Camilloni (GAT Vice-Chair)  
Yiaoye Zhang (WGI)  
Robert Vautard (WGI)  
Winston Chow (WGII)  
Bart van den Hurk (WGII)  
Kate Calvin (WGIII)  
Siir Kilkis (WGII)  
Takeshi Enoki (TFI)  
Melissa Weitz (TFI)  
Rose Devillieris (WMO Representative)  
Brennan VanDyke (UNEP Representative)

All TSU Heads attend GAT meetings to provide support to their respective Co-Chairs, as needed.