

## **'Gender, Think-Tanks, and International Affairs Toolkit': The Arabic Translation Launch**

Marion Messmer, Co-Director, BASIC, 4th November 2021

Thanks to the previous speakers. I will focus my remarks on three areas: commonly asked questions around implementation, our five 'top tips' for implementation of the toolkit and what we are doing at BASIC internally in order to further this work.

I would like to first start with the implementation concerns regarding the Toolkit. Different organisations will have different starting points for this work. Hence, the toolkit is modular: you can pick the elements that are easiest for you to implement to start with. If you are a leader, my advice would be to make sure that you take the time to hear from everyone in your organisation regularly. There are different ways to do it, such as surveys, forums, etc. If you are an employee, do what you can: for example, if you are in charge of invitation lists, start with diversifying there. Also, you can look for leaders in your organisation who may want to become champions of this work. It doesn't have to be upper level leadership, you can build coalitions anywhere. Educate colleagues and think about how everyone can use their power.

### **Five top tips:**

- Involve the whole organisation in any changes you want to make. Everyone needs to be brought along and including different opportunities for feedback also ensure that nothing is missed.
- Gender equality is everyone's responsibility, not just that of those who are affected the most.
- Be intersectional. Gender does not exist in a vacuum and other aspects of people's lived experiences are equally important to how they understand the world.
- Be consistent and persistent: Change won't be achieved overnight but by continuing to check in and moving forward, it will happen
- Collect data and share best practices – this helps to change the culture in the wider ecosystem and creates an environment of collaboration.

So what precisely is BASIC doing to implement this? As an organisation, we are involved in a range of working groups and activities to change our culture and the wider field's culture: WCAPS, organisations in solidarity, this year's NSquare Innovation Fellowship. We have already made a range of changes on the basis of that work and will continue to use the toolkit to audit our processes further. We have also just launched the Emerging Voices Network, to increase the number of global early career experts in nuclear policy. Internally, all of our programme managers have been trained with the toolkit and are implementing it in their work.