



DIVERSITY STATEMENT

We, as an International standards and conformity assessment body:

1. Recognize that diversity adds value, among other things, by fostering creativity and offering a range of perspectives and ideas;
2. Commit to formally recognizing diversity at all levels of the IEC, including the standards development, conformity assessment and governance activities;
3. Acknowledge that diversity may include identity factors such as race, ethnicity, religion, sexual orientation, age, ability, disability, education, affiliation, income; and
4. Decide to place particular focus on stakeholder, gender and geographical diversity.

IEC STAKEHOLDER DIVERSITY STATEMENT

We, as an International standards and conformity assessment body:

1. Recognize that stakeholder diversity is a core principle for IEC;
2. Ensure that stakeholder diversity is embedded throughout IEC work, governance structures and processes, through the participation of all relevant stakeholders at all levels.
3. Require that Member National Committees be open to and fully representative of all relevant interests in the country in the field of IEC work, and hence enable all stakeholders to participate in the NC decision-making to influence its technical and management activities; and
4. Commit to monitor stakeholder diversity across the organization and its membership, and to establish stakeholder engagement activities to address any gaps.

IEC GENDER DIVERSITY STATEMENT:

We, as an International standards and conformity assessment body, and signatory of the UNECE Gender Responsive Standards and Standards Development Declaration:

1. Acknowledge and support Goal 5 of the Sustainable Development Goals in the United Nations 2030 Agenda for Sustainable Development, which is to achieve gender equality and empower all women and girls;
2. Commit to help raise awareness on the value of gender diversity with its NCs and stakeholders, including partner standards development organizations and conformity assessment bodies;
3. Acknowledge that representation of women in standards development and conformity assessment needs improvement;
4. Recognize that requirements for men and women may not explicitly be addressed during the standards development or conformity assessment processes and we will work towards gender diversity at all organizational levels; and

5. Commit to create, implement and track progress of a gender action plan for IEC. This action plan shall include:
 - a. gender inclusive processes, including training to increase inclusiveness;
 - b. gender responsive standards and conformity assessment activities;
 - c. training to enhance expertise in gender inclusivity;
 - d. collaboration with other organizations developing similar gender diversity initiatives; and
 - e. collecting and sharing data as well as success stories and good practices.

IEC GEOGRAPHICAL DIVERSITY STATEMENT:

We, as a membership-based international organization:

1. Acknowledge the importance of ensuring that all countries have the opportunity to join IEC and participate in IEC work;
2. Value and encourage the input from non-member developing countries through the Affiliate Country Programme;
3. Recognize that Member National Committees represent diverse regions, cultural traditions, standardization and conformity assessments needs and requirements as well as different levels of industrial, economic and technological development; and
4. Ensure that all Full Member National Committees have the opportunity to be involved in IEC work at all levels with the goal of taking into account diverse perspectives in IEC decision-making.
5. Commit to create, implement and track progress of a geographical diversity action plan for IEC. This action plan shall include:
 - a. improve representation of all IEC Full Member National Committees on IEC management boards and in leadership positions within IEC standards and conformity assessment activities;
 - b. ensure all IEC Full Member National Committees can have the opportunity to be involved regardless of their size, economic maturity, culture and region;
 - c. achieve diversity of perspective and to understand and respond to developed and emerging countries' specific needs to maximize relevance; and
 - d. expand the reach and relevance of IEC work to increase adoption of IEC publications as well as recognition and use of IEC CA Systems.