



Generation Equality Multi-Stakeholder Leadership Group
Terms of Reference

I. Background

The Generation Equality Forum (GEF) was a historic global gathering for gender equality, convened by UN Women and co-hosted by France and Mexico in partnership with civil society and youth. As a multistakeholder initiative, it brought together representatives from governments, civil society and youth organizations, the UN system, the private sector, and philanthropic actors to accelerate progress for gender equality and women's rights over the next five years. These partners worked collaboratively to support the full implementation of the Beijing Declaration and Platform for Action as the world rebuilds better and more equal after the COVID-19 pandemic.

The Forum kicked off in Mexico City in March 2021 and culminated in Paris in July 2021. The Forum's outcomes include: a 5-year Global Acceleration Plan for Gender Equality and over 2,000 commitments in support of the Plan and its Action Coalitions; a Compact on Women, Peace and Security and Humanitarian Action with 120 signatories and nearly 1,000 total combined actions; and a strengthened multistakeholder movement in support of gender equality. Over two years of mobilization, the Forum reached over 2.1 billion people, gathered over 104,000 participants virtually and resulted in US\$ 40 billion in financial commitments against the Global Acceleration Plan.

One major factor that drove this success was the innovative multistakeholder structure that influenced the GEF's design processes and advisory mechanisms. The multistakeholder models elevated young feminist and civil society voices and leadership while ensuring the meaningful engagement of other stakeholders through a model of co-allyship and co-leadership. By engaging stakeholders from across sectors, the Forum created an ecosystem of support for gender equality with a set of partners with a strong sense of ownership and commitment to the initiative.

A key ask of these partners in the follow up to the Forum has been the continued promotion of the multistakeholder model that defined Generation Equality, including through the establishment of a multistakeholder partner engagement structure to advise and support decision-making for the initiative, in addition to existing leadership structures, such as the Action Coalitions leadership structures and the Compact. The establishment of a Multi-Stakeholder Leadership Group will help respond to these demands and continue to model the multistakeholder essence of Generation Equality within an agreed scope of work, in support of UN Women's convenor role and in complementarity with other existing structures.

II. Principles

The Leadership Group will be:

- Guided by values of transparency, trust, and accountability.
- Multistakeholder, with equitable representation from governments, civil society including youth and adolescent girls, the UN system, the private sector, and philanthropies.
- Diverse and inclusive in geography and constituency. It will secure intersectional and intergenerational representation as much as is possible from stakeholder groups

III. Roles and Responsibilities

Members of the Multistakeholder Leadership Group will support UN Women in delivering on its convenor role for the follow up to the Generation Equality Forum. The Multistakeholder Leadership Group will work in coordination with the Action Coalition leadership structures and Compact to ensure complementarity and alignment.

In particular, the Group will support the following:

- **5-Year Arc:** Advise (provide inputs and recommendations) on Generation Equality's key milestones and advocacy moments including annual gatherings, midpoint moment in 2023, and 5-year Anniversary event in 2025/2026 particularly to ensure that outcomes and participation are inclusive and rooted in multi-stakeholder perspectives. The midpoint moment for the initiative will be particularly critical to



drive new commitments, announcements, partnerships, and energy towards the global gender equality agenda.

- **Action Coalitions:** Act as a mechanism to advise on other leadership structures, including for the Action Coalitions and the Compact, for example to review and decide on new Action Coalition leaders as necessary; and
 - Support fostering of good practices at an overall level and foster synergies across Action Coalitions
- **Communications & Advocacy:** Act as Champions for the initiative, both within their sectors and amongst external groups, and support outreach and advocacy efforts within important global spaces at the UN and beyond (e.g., G7, G20, IFIs, etc.)
- **Transformative Process** (as model for effective, networked multilateralism): Support UN Women in ensuring that intergenerational and intersectional representation and views inform Generation Equality decisions, results, including outreach to groups that have not been engaged in Generation Equality at national and local levels. The objective is to ensure that this model of multistakeholder allyship and co-leadership is taken up as best practice; and
 - Consult with their constituencies and regularly share feedback with UN Women. This will ensure that diverse voices inform UN Women’s convenor role.
- **Localization:** Build synergies across regions and countries, good practice sharing etc. including through successful country models and promoting replication

IV. Composition & Working Methods

Composition

- The Leadership Group will be composed of 20 members who will sit on the body on behalf of governments, institutions, organizations, and entities. The breakdown is as follows:
 - 6 Governments Representatives (3 Global North and 3 Global South). This group will include potential host countries for the midpoint moment.
 - 3 Representatives from Philanthropy and Private Sector Entities
 - 4 Civil Society Organization Representatives
 - 3 Youth Led Organization Representatives
 - 2 Adolescent Girl Network/Group Representatives
 - 2 UN Agency/ International Organization Representatives
- Due attention will be paid to geographical balance, intergenerational diversity, as well as inclusion of diverse CSO, including youth and adolescent girl constituencies, grassroots, and community-based groups to ensure comprehensive constituency representation.
- The Multistakeholder Leadership Group will include Action Coalition Leaders, Compact Signatories, Action Coalition Commitment Makers, with priority given to the latter. All members of the Multistakeholder Leadership Group must have made at least one significant commitment and/or are a Compact signatory.
- Members will initially serve for a two-year term and will have the option to rotate out thereafter.
- Members may identify one alternative to represent their constituency, as necessary or relevant.
- Co-host Member States (minimum two countries) of future convenings will be part of the Multistakeholder Leadership Group.
- UN Women will act as the Convenor and provide Secretariat support for the Leadership Group.

Working Methods

- UN Women will produce, after each meeting, a set of decisions/recommendations, for endorsement by Multistakeholder Leadership Group members and onward distribution to all Action Coalition leaders, Compact Board members (and other stakeholders).

- A summary of the meetings will be distributed via monthly email updates to members and key partners.
- All decisions on recommendations will aim to be taken by consensus.
- The Multistakeholder Leadership Group will meet at least once a quarter virtually or in a hybrid modality. More meetings may be set up as necessary and particularly towards convenings and major advocacy moments.
- Meetings will be conducted in English and will aim to be fully accessible with translation and interpretation available contingent on resource availability
- UN Women will strive to create an environment enabling a transparent and inclusive decision-making process with meaningful inclusion of the voices of diverse and marginalized communities
- The Multistakeholder Leadership Group may create working groups and sub-teams as necessary. It will further define its rules of procedures at its first meeting.

V. Selection

Civil Society, Youth, and Adolescent Girls' Organizations

- Representatives from civil society – including youth and adolescent organizations - will be selected based on applications received through an open, transparent, and widely disseminated Call for Application process launched by UN Women.
- Selection criteria and parameters will be transparent and part of the Call for Applications process
 - Applications must be from organizations that are Action Coalition Leader or Compact Signatory or Commitment Maker
 - UN Women will select members based on transparent and publicly available criteria found in the Call for Applications form.

Member States, Philanthropies, Private Sector and UN Agencies

- Representatives from Member States, philanthropies, private sector, and UN agencies will be selected based on a Letter of Interest process that will be organized by UN Women.
 - Letters of Interest must be from an Action Coalition Leader or Compact Signatory or Commitment Maker; preference will be given to those that are investing in Generation Equality – resources and demonstrable political will
 - UN Women will review Letters of Interest and select the first cohort of the Multistakeholder Leadership Group based on a set of specific and publicly available criteria