

DI ACTION PLAN ON WOMEN PEACE AND SECURITY

	Topic	Sub-topic	Comment	Action	Timeline	Link to WPS Action Plan Implement. Framework ¹	Status
1	Institutional Adaptation	Gender perspectives into DI-led documents	Continue to address WPS in the IA reports	P3S to coordinate with WPS Office	2Q19	Activity 4.7	Achieved for 2019
2	Capabilities	CNAD engagement plan	Develop engagement plan on the integration of gender perspectives in the development of military capabilities and share with Allies, to include: <ul style="list-style-type: none"> - Organize informal brainstorming session with NADREPs the discuss the engagement plan Briefings to CNAD PS IP sessions: <ul style="list-style-type: none"> o SGSR WPS o CA, NO,UK, SWE... on best practices/ mainstreaming of gender in the armed forces - CNAD MAG to consider gender issues (with possible support from NIAG) 	Engagement plan to be submitted to CNAD	3Q19 CNAD to be briefed by 4Q19 MAG to discuss in 2020	Activity 4.6	Engagement plan will be submitted to DI leadership in Sept 2019
		CNAD Management Plan	Integrate gender perspectives in CNAD MP	Reflect WPS and gender diversity in next revision of CNAD MP	No earlier than 2020	Activity 4.7	Not started

¹ AC /340(EAPC)N(2019)012-REV. DI is responsible for the following two **activities**:

Outcome 1.1 Activity 4.6 Consider how to engage Allies and partners in the CNAD to take gender perspectives into account and share best practices in the development of capabilities. Progress marker: Develop engagement plan on the integration of gender perspectives in the development of military capabilities. Next milestone: Engagement plan shared with Allies and partners before 4Q19.

Outcome 1.1 Activity 4.7 Integrate gender perspectives into DI-led policies/documents, as appropriate. Progress marker: proportion of policies and documents in which gender perspectives are reflected. Next milestone: initial stocktaking performed by 2Q19.

DI ACTION PLAN ON WOMEN PEACE AND SECURITY

3	Recruitment	Gender balance in DI recruitment panels	DI panels will comprise both genders as voting members If a longlist lacks male/female mix, trigger discussion to consider why: job description terminology? Recruitment channels? DI hiring officials will review job descriptions in advance of posting vacancies to ensure no inadvertent gender discrimination due to terminology is used	Internal policy developed by XO, in collaboration with HR and Staff Association	2Q19	Activity 4.7	Achieved
		Modify HR/recruitment policies and practices	Apply quotas as a temporary solution to rebalance the number of males and females in NATO (done at UN) Focus on candidates' skills rather than experience fitting job requirements Examine existing guidelines for recruitment and job description language	HR contacted but currently engrossed in Functional Review	2020		On hold
4	Mindset change	Induction Course	Recommend including WPS in induction course for newcomers	DI recommendation conveyed to HR	3Q19		Achieved
		Brown bag lunches	Regularly organize discussion sessions within DI. Include broad staff representation and as appropriate ASG and DASG – identify specific topic per session	GFP to id date and topic for next session	4Q19		Last discussion (on CNAD engagement plan) took place on 20 June
		Specialized advice	Organize briefing by a Centre of Excellence dealing with gender-related topics to share experiences	CDS to speak with COE team on COE Conf. visit in July to id most appropriate COE to engage with DI	4Q19		Ongoing
		Advertize DI support to WPS/ gender mainstreaming	Add links on DI portal (Magellan and Athena) homepages: - WPS website/information - persons in confidence/contact details	Webmaster to implement once DI portal is back on line	4Q19		Ongoing
5	Gender balance	In staff and committees, in	Calculate the percentage of women involved in DI staff and DI-supported committees	Tasked to intern	4Q19		Ongoing

DI ACTION PLAN ON WOMEN PEACE AND SECURITY

		particular CNAD substructure	Assess number of women around the table and at chair and vice-chair levels				
		Visibility in high-level events	Organise a panel involving women in defence/industry during the NIF (not specifically a women only panel).	DASG will champion between DI and ACT	2Q19		Achieved - was taken into account in NIF preparations
6	Events	SGSR presentation to DI on WPS objectives	To get clearer view on how to implement the objectives in DI and more influence on the division, understand the issues in the NATO context and share limitations encountered, and have a joint DI/WPS Office discussion	DASG DI met with SGSR WPS.	4Q19		Pending availability of SGSR WPS to come to DI
		Social event	Organize event (possibly in the context of a Townhall meeting) to discuss gender issues, including with aim of building a "network of trust"	GFP to look into possible date	4Q19		Not started