
Gender representation at Agora events

Annual Report 2023

Since June 2022, Agora Energiewende, Agora Industry and Agora Agriculture have been committed to ensuring gender diversity at all Agora-branded public events. In addition to having evenly balanced panels of speakers, this principle also applies to the time allocated to speakers as well as to comments and questions from the floor (for more details, please refer to our **published policy document**).

As part of its Gender Balance Policy, Agora is also committed to documenting and publishing both the current position and any developments with regard to gender diversity. This year's report covers a total of 23 public events – online, in-person as well as hybrid – and for the first time allows comparison with the previous year. To compare, we will look at the total number of events where we achieved our target of 2:3 women to men (or in smaller panels, 1:2 women to men), had equal representation of women and men, or missed our target.

Composition of the speakers' panels at 23 Agora public events

Our first principle is:

- A balanced gender representation for panels and presentations:
 - At events with three speakers or fewer, at least one of them shall be female (not including moderators)
 - At events with four speakers or more, women and men shall be equally represented or in a ratio of 2:3 (not including moderators)

We will publish:

- The percentage of female speakers at Agora events
- The number of all-male panels
- The number of panels with equal representation (including events with a higher proportion of female speakers)

Gender balance on all Agora panels 2022 and 2023

→ Fig. 1

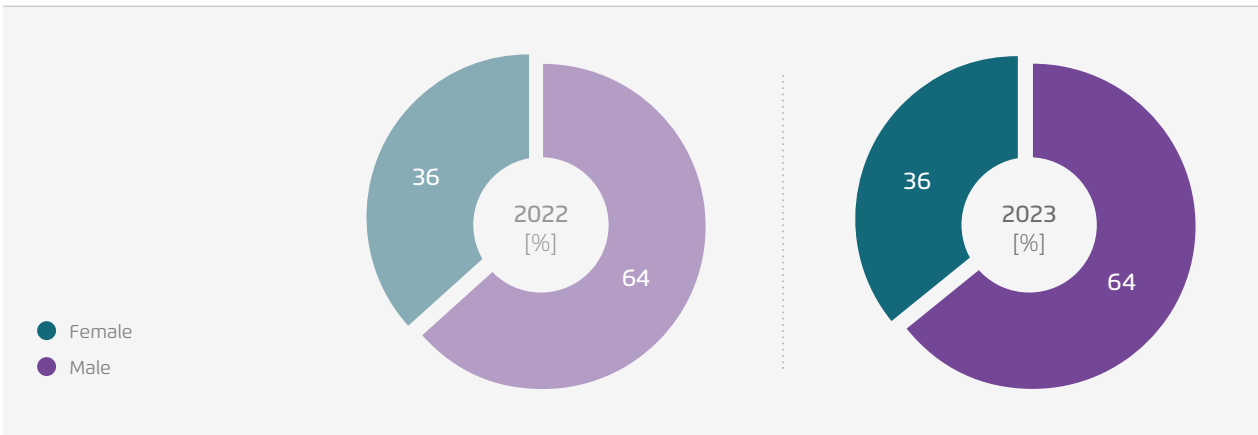


Figure 1: Across the 23 events in 2023, 65 women and 117 men sat on Agora panels, including both online and in-person. This represents a ratio of 36 percent women versus 64 percent men. The ratio remained the same compared to 2022.

Gender balance targets for 2022 and 2023

→ Fig. 2

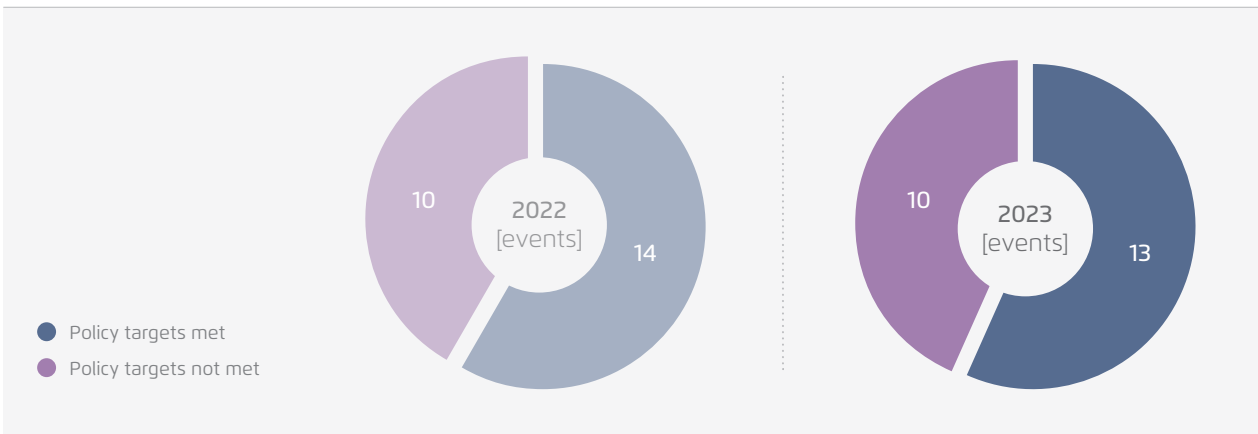
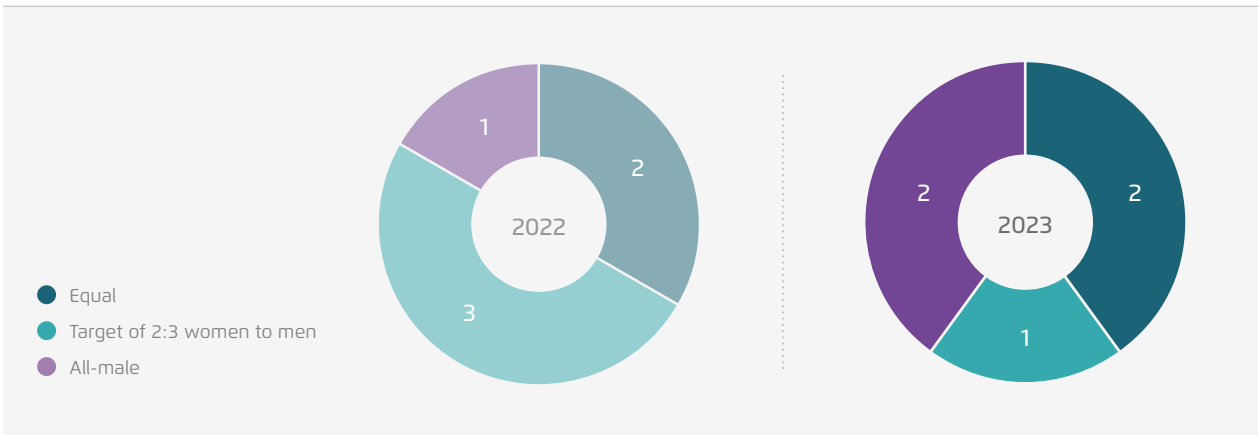


Figure 2: Looking at the 23 Agora events held in 2023, the organisation was in line with the Gender Balance Policy in thirteen cases – and we missed our target in ten (2022: in line in fourteen cases – missed in ten).

Out of the 23 events held in 2023, five events had smaller panels (up to three speakers) and eighteen had larger panels (four or more speakers).

Gender balance on smaller panels

→ Fig. 3

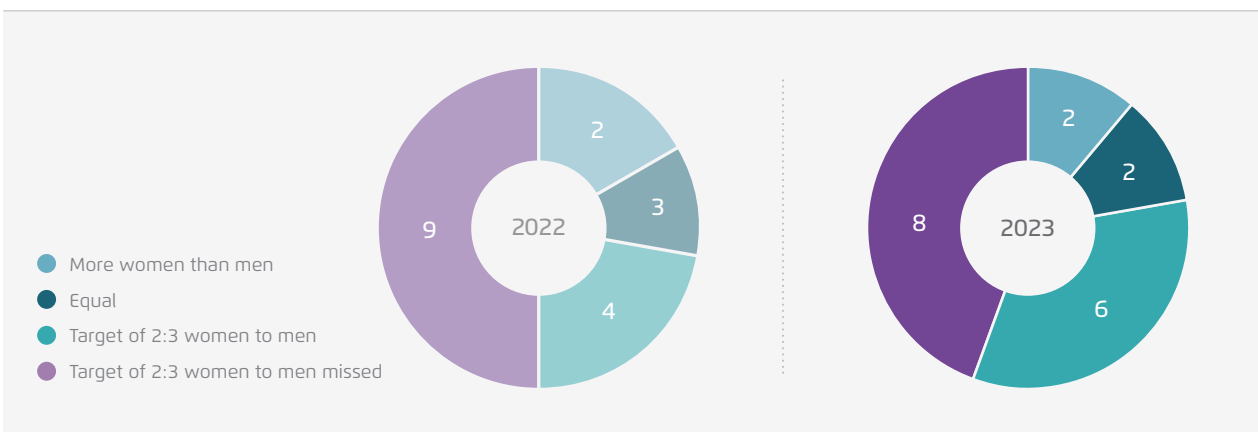


We achieved our gender balance target in three out of five of the Agora events with smaller panels (2022: five out of six events). In two of the three cases, we had equal representation. On two occasions, we were unable to secure a female speaker, resulting in an all-male panel. Thus, we have slightly diminished the equal composition of smaller panels compared to 2022.

Of the eighteen Agora events with larger panels (four or more speakers), ten met or exceeded the target of 2:3 women to men (2022: nine out of eighteen). Two events had an equal number of women and men on the panel. Two events had more women than men on stage, one of which had an all-female panel for the first time since the introduction of the Agora Gender Balance Policy. A further six events achieved an exact gender ratio of 2:3 between women and men. In the remaining eight Agora events with larger panels, the ratio of women to men was lower than 2:3, including one event with an all-male panel. Overall, however, we see a slight improvement in equal representation on the larger panels.

Gender balance on larger panels

→ Fig. 4



Regarding Agora's participation on panels at third-party events, every male colleague is encouraged to decline invitations to all-male panels, and instead propose a female speaker, either from Agora or from another organisation.

In 2024, we began tracking invitations to external events from our colleagues, both men and women. They are encouraged to share this information on a voluntary basis. We will use this data as a basis for further assessment for the 2024 Gender Balance Report.

Speaking time

Our second principle is:

→ Equal speaking time and active participation for all speakers

We advocate for equal time allocation – regardless of gender. We encourage moderators and colleagues to look out for equal participation of panellists.

Overly rigid management can lead to a dull debate. We are open to ideas on how to meet this challenge. No formal tool has been implemented yet to measure speaking time. We are looking into software solutions to realise this in 2025.

Contributions from female members of the audience

Our third principle is:

→ Contributions from female audience members will be prioritised

We do not keep records of contributions from the floor. However, our events team consistently reminds colleagues organising events and moderators not to overlook women who indicate that they would like to speak.



Imprint

Agora Think Tanks

Anna-Louisa-Karsch-Straße 2
10178 Berlin | Germany
P +49 (0) 30 7001435-000

www.agora-thinktanks.org
info@agora-thinktanks.org

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