

GENDER EQUALITY AND INCLUSION

The International Mine Action Standards Secretariat

The IMAS Secretary's responsibilities include the coordination and management of the process through which the IMAS framework is maintained and developed.

Throughout the process, in 2021, efforts were made to ensure that the international standards consistently use and promote the use of appropriate gender and diversity sensitive terminology and practices.

INTERVIEW

How does promoting diversity, equality and inclusion in your work help lead to better results?

The International Mine Action Standards (IMAS) are the global reference for mine action operations ensuring safety, quality and efficiency, to support communities living with the risk posed by explosive ordnance. Promoting diversity, equality and inclusion in the development and governance of IMAS is important to ensure the standards continue to effectively support such a broad and diverse number of countries and communities.

Why is it important that there is diverse representation in the various governance bodies of the IMAS?

The governance bodies of the IMAS are the IMAS Steering Group (SG) and IMAS Review Board (RB).

The IMAS Steering Group is responsible for political and strategic aspects of IMAS. Diversity of its members, as the highest IMAS body, sets the standard for representation in other IMAS fora. The representation with the SG was expanded in 2021 to include a national authority member, ensuring that EO-affected countries' perspectives are considered at the SG level.

The IMAS Review Board is the highest technical level body within IMAS responsible for ensuring IMAS remain up-to-date and relevant to mine action. Its membership is broad to ensure representation from the various stakeholder groups in mine action. This includes the UN, NGOs, donors, governments of EO-affected countries, the military, de-mining schools and commercial organisations. Such diverse representation is important to ensure that all viewpoints and areas of experience and expertise contribute to the IMAS content to best support the mine action sector.

What are the new rules and provisions aimed at improving gender balance in the Review Board's composition?

The rules on the selection of member representatives was amended in 2021. RB members are asked to rotate between male and female representatives. Organisations should also consider rotating representatives with different geographic backgrounds when changing their representative.



GET TO KNOW

Sasha LOGIE

**IMAS Secretary and Policy
Advisor at the GICHD**

As the IMAS Secretary Sasha Logie's responsibilities include the coordination and management of the process through which the IMAS framework is maintained and developed, a function which is implemented in close coordination with the United Nations Mine Action Service and the wider IMAS Steering Committee and Review Board.