

Letter of COMMITMENT - INTERNATIONAL

In many social impact organisationsⁱ about 70% of the employees are women but less than 50% of the top leadership positions are held by women. This means that women are currently under-represented in the decision-making spaces of many organisations working towards justice, equality and equity. We call on all organisations to achieve a FAIR SHARE of women leaders by matching the percentage of women in leadership positions to the percentage of women in their staff.

1. The name of organisation I commit for is:

2. Our commitment is (please tick)

For an international organisation including head office and all national affiliates	
For an international head office or secretariat	

3. We hereby commit:

- To achieve an adequate representation of womenⁱⁱ in our leadership at the latest by 2030. This means we will recruit women into at least 50% of our leadership positions (Board and Senior Management Team). If women make up more than 50% of our staff, we will align the percentage of women in leadership positions to the percentage of women in our staff. We generally aim to reflect the diversity of our staff in our leadership.
- To report annually for the FAIR SHARE Monitor the figures and percentages of women in our staff and in the following leadership positions: Board Chairs, Deputy Chairs and Board Members, CEOs, Deputy CEOs and Senior Leadership Teams.

Name of the signatory

Position of the signatory

Date and Signature

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ⁱ We use the term social impact organisations to include the wide and diverse range of organisations working to create a more just, equitable and sustainable world, including NGOs, foundations, social enterprises and donors.

ⁱⁱ We see gender as a matter of self-determination, so our definition of 'woman' includes trans women and everyone else who currently identifies as a woman.