

## IPCC Expert Meeting on Gender, Diversity, Equity, and Inclusivity

23 – 25 September 2025  
Headquarters of the World Meteorological Organization  
Geneve, Switzerland

### Draft Program Overview

This three-day hybrid meeting will bring together experts to share knowledge, exchange perspectives, and work toward common goals. The programme integrates three connected types of sessions: content sessions with presentations and panel discussions to hear the latest science and lived experiences, harvesting sessions with interactive activities to explore ideas and perspectives, and shaping sessions where participants work collaboratively towards shaping outputs together.

Day 1	Session Details
08:00- 09:00	<b>Registration/Badge Collection</b>
09:00-10:00	<b>Opening Remarks: Welcome Session and Introduction</b>  Introductory messages and welcome for the GDEI Expert Meeting participants.  Speakers: <ul style="list-style-type: none"><li>• Jim Skea, IPCC Chair (<i>in-person</i>)</li><li>• Abdallah Mokssit, IPCC Secretary (<i>in-person</i>)</li><li>• Ko Barrett, WMO Deputy Secretary General (<i>in-person</i>)</li><li>• Marc D'Iorio, Assistant Deputy Minister and Canadian IPCC Focal Point (Meeting Co-Host) (<i>in-person</i>)</li><li>• Moderator: Diana Ürge-Vorsatz, GAT Chair &amp; SSC Chair, IPCC Vice Chair (<i>in-person</i>)</li></ul>
10:00-10:15	<b>Content Session 1: Road Map Overview for the Meeting</b>  Introduction of the flow, format, and goals of the meeting. <ul style="list-style-type: none"><li>• Presenter: Diana Ürge-Vorsatz, GAT Chair &amp; SSC Chair, IPCC Vice Chair</li></ul>
10:15-10:45	<i>Morning Break</i>

10:45-11:45	<p><b>Content Session 2: The G, the E, the D, and the I</b></p> <p>A hands-on exploration of what GDEI means, aimed to create clarity and shared understanding about the different problems we're trying to tackle together.</p> <p>Session Facilitator: Kris DeMeyer (<i>in-person</i>)</p> <ul style="list-style-type: none"><li>• Neuroscience Insight: The Meaning of Words</li><li>• Definitions: How are GDEI Commonly Understood?</li><li>• The G and Beyond: Who is GDEI for?</li></ul>
11:45-12:30	<p><b>Content Session 3: Diversity in IPCC</b></p> <p>This session features a presentation from an expert on her research into diversity in AR6, introducing participants to key issues, lessons learned, and opportunities for greater inclusion in future IPCC processes.</p> <ul style="list-style-type: none"><li>• Presenter: Jessica O'Reilly (<i>in-person</i>)</li></ul> <p>Q &amp; A</p>
12:30-14:00	<p><i>Lunch Break</i></p>
14:00-15:30	<p><b>Content Session 4: Of Elephants and Riders: Why do we End up Excluding People?</b></p> <p>A session to gain insights from the behavioural sciences and organisational sciences to gain an understanding of the mechanisms and the reasons for the lack of inclusivity.</p> <p>Session Facilitator: Kris DeMeyer (<i>in-person</i>)</p> <ul style="list-style-type: none"><li>• Elephant and Rider: Implicit Biases</li><li>• Our Social Brains</li><li>• Points of GDEI Intervention: Interpersonal and Organizational</li></ul> <p>Q &amp; A</p>
15:30-16:15	<p><b>Content Session 5: GDEI Strategies in Other Organizations</b></p> <p>A session to bring in knowledge from other organizations to understand what has worked elsewhere and reflect on what might work within the IPCC.</p> <p>GDEI Successes in Other UN Organizations</p> <ul style="list-style-type: none"><li>• Panelists:<ul style="list-style-type: none"><li>◦ Jennifer Stanzl, UN</li></ul></li></ul>

	<ul style="list-style-type: none"> <li>○ Gabriela Pimentel, UNFCCC</li> <li>○ Sheeba Harma and Kirstin Lange, UNICEF</li> <li>○ Maria Dotsenko, UNEP</li> <li>○ Maria Mercedes Baca, WMO</li> <li>○ Bindu Bhandari, UN WOMEN</li> </ul> <p>Review of GDEI in UN and other Organizations</p> <ul style="list-style-type: none"> <li>● Presenter: Shreya Some</li> </ul> <p>Q &amp; A</p>
16:15-16:45	<i>Afternoon break</i>
16:45-17:55	<p><b>Content Session 6: What has Already Happened within IPCC?</b></p> <p>A session to explore how past recommendations have been implemented and what is yet to be achieved. Participants will take stock of what has happened before to avoid duplication and build upon progress.</p> <p>IPCC Process</p> <ul style="list-style-type: none"> <li>● Presenter: Ermira Fida, Deputy Secretary, IPCC</li> </ul> <p>GDEI in IPCC and the Gender Action Team</p> <ul style="list-style-type: none"> <li>● Presenter: Ko Barrett</li> </ul> <p>Reflecting on IPCC: Opportunities and Lessons Learned</p> <ul style="list-style-type: none"> <li>● Panelists: <ul style="list-style-type: none"> <li>○ Diana Ürge-Vorsatz (moderator)</li> <li>○ Patricia Nying'uro</li> <li>○ Youba Sokona</li> <li>○ Anna Pirani</li> <li>○ Debra Roberts</li> </ul> </li> </ul> <p>Q &amp; A</p>
17:55-18:00	<i>Closing: Diana Ürge-Vorsatz</i>
18:00-19:00	<b>Social/Reception hosted by the WMO</b>

Day 2	
8:30-9:30	<p><b>Content Session 7: Gender, Diversity, and Inclusion in IPCC</b></p> <p>Presentations to reflect on GDEI research, lessons learned, and testimonials from past IPCC cycles.</p> <p>Gender and IPCC Processes</p> <ul style="list-style-type: none"> <li>Co-presenters: Diana Liverman &amp; Miriam Gay-Antaki (<i>online</i>)</li> </ul> <p>Diversity and Inclusion in IPCC</p> <ul style="list-style-type: none"> <li>Co-presenters: Shobha Maharaj (<i>in-person</i>)</li> </ul> <p>IPCC GDEI in the Published Literature</p> <ul style="list-style-type: none"> <li>Anjal Prakash &amp; Sherilee Harper (<i>in-person</i>)</li> </ul> <p>Audience Q&amp;A for all speakers</p>
9:30-10:30	<p><b>Harvesting session 1A: Co-Creating Shared Visions of Inclusion – Part 1</b></p> <p>Inclusive, psychologically-safe and culturally-aware environments</p> <p>An interactive session to generate ideas for a shared vision of inclusivity and cultural awareness, shifting from compliance-based to value-based strategies and modeling improved interpersonal practices.</p>
10:30-11:00	<i>Morning Break</i>
11:00-12:00	<p><b>Harvesting session 1B: Co-Creating Shared Visions of Inclusion – Part 2</b></p> <p><i>Continued...</i> Inclusive, psychologically-safe and culturally-aware environments</p>
12:00-12:30	<p><b>Content Session 8: Indigenous Inclusion in IPCC</b></p> <p>A presentation and discussion to explore “diversity” and “inclusion” related to Indigenous Peoples within IPCC.</p> <ul style="list-style-type: none"> <li>Co-presenters: Ritodhi Chakraborty (<i>online</i>) &amp; Pasang Sherpa (<i>online</i>)</li> </ul> <p>Q &amp; A</p>
12:30-14:00	<i>Lunch Break</i>
14:00-15:00	<b>Harvesting Session 2: Expanding the Tent</b>

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	<p>Creating Conditions for Equity and Inclusion in IPCC</p> <p>An interactive session to gather ideas on which stakeholder groups should be included in the IPCC and to identify the equity (barriers to access) and inclusion (participation experience) improvements needed to enable their meaningful involvement.</p>
15:00-16:00	<p><b>Harvesting Session 3: Existing and New IPCC Mandates</b></p> <p>This interaction session will gather ideas from participants on how potential solutions align within IPCC mandates.</p> <ul style="list-style-type: none"><li>• Introduction to the GAT and other mandates and purpose of the session</li><li>• GDEI Solutions and IPCC Mandates</li></ul>
16:00-16:30	<i>Afternoon Break</i>
16:30-18:00	<p><b>Shaping Session 1: Breakout Groups (BOG) (Pushed to day 3)</b></p> <p>Three thematic groups will start to work on analysing all the materials produced from the Harvesting Sessions to shape it into an output that will inform the Expert Meeting Report. The intention is for the outputs to be co-designed by all participants.</p> <p>Participants will choose one breakout group and stay with it for the rest of the meeting.</p> <ul style="list-style-type: none"><li>• BOG: Shared Vision of Inclusion (Session 1)</li><li>• BOG: Expanding the Tent (Session 1)</li><li>• BOG: Working with IPCC Mandates (Session 1)</li></ul>
18:00-18:05	<i>Closing: Diana Ürge-Vorsatz</i>

<b>Day 3</b>	
8:30-9:00	<b>Shaping Session: Brief check-in session</b>
9:00-10:30	<p><b>Shaping Sessions 1: Breakout Groups</b></p> <ul style="list-style-type: none"><li>• BOG: Shared Vision of Inclusion (Session 1)</li><li>• BOG: Expanding the Tent (Session 1)</li><li>• BOG: Working with IPCC Mandates (Session 1)</li></ul>

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10:30-11:00	Morning Break
11:00-13:00	<b>Shaping Sessions 2: Breakout Groups</b> <ul style="list-style-type: none"><li>• BOG: Shared Vision of Inclusion (Session 2)</li><li>• BOG: Expanding the Tent (Session 2)</li><li>• BOG: Working with IPCC Mandates (Session 2)</li></ul>
13:00-14:30	Lunch Break
14:30-16:15	<b>Shaping Session: Report Back, Conclusions, and Next Steps</b>
16:15-17:00	Closing: Diana Ürge-Vorsatz