Gender equality guidelines
for SNS annual networks
The forest sector continues to be an immensely gender segregated sector. Although the private sector employs more women than ever, female representation in governmental units and the forest sector remains very small.

SNS are the initiator of several research projects focusing on gender equality in the forest sector, as well as workshops and discussion groups on the topic. SNS require both genders to have at least 40% representation in funded networks. Realising that gender equality can be a difficult topic to address in networks we fund, we have developed guidelines to help you in this process.

This document specifically targets our one-year networks.
This document offers a set of action points to target gender equality within your network. Some are meant for early-stage gender equality planning. Others are more specific actions that your network might take to implement gender equality. Finally, the monitoring step provides a checklist to help track your network’s progress on gender equality.

SNS ask that you be able to check at least one action point in each of the stages in the green box of your final report. To inspire your own action points, take a look at the gender equality guidelines for multi-year networks. That document can be found here.

For more information on what initiatives SNS offer on the topic of gender equality, please visit the SNS website www.nordicforestresearch.org.
Agree on the division of gender equality responsibilities in your network

Define the objectives of your gender equality work. Set the most specific goals possible – people to involve, subjects to cover etc. Questions to reflect on at this point are for example:

✔ What is the share of men and women in your network, and does this fulfill the requirements of SNS?
✔ What parts of your network are gender imbalanced? Could female representation be increased in any specific part of your network?
Acting step

- Be vocal about gender equality in your network outreach – for example by using hashtags, like #Nordicequality, #Womeninforestry or #Womeninagriculture.
- Use the Respect Ladder in your network.
- Appoint an observer of gender balance in who is talking and who is actually being heard in meetings.
- Actively reflect on the physical distribution of people in meetings.
- Take part in SNS’s various gender equality-related activities – workshops, nature groups, mentoring programs etc. Contact the SNS council to see what is on the current agenda.
- Use gender-neutral language in your communication – both internally and externally
- Arrange your own gender-equality initiative
Monitoring step

- Use SNS’s evaluation scheme found on the next page.

If you want to know more


This evaluation scheme is a way for your network and SNS to track your progress on gender equality. For every question, we ask you to expand on what you have done when checking a box.

### In the past year, our network has focused on the following issues and actions related to gender equality:

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
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<tbody>
<tr>
<td>1 Completing the planning step</td>
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<tr>
<td>Outcome:</td>
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<td>2 Completing the action step</td>
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<td>Outcome:</td>
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<td>3 Completing the monitoring step</td>
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<td>Outcome:</td>
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### Additional evaluation questions

**What actions and/or tools seemed to work the best for you?**

**Answer:**

**How would you like SNS to support you in your work toward gender equality in the coming year?**

**Answer:**