



## CONCEPT NOTE

### **Webinar #1 - Building the Pipeline – Women’s Leadership and Careers in CT/PCVE**

**Tuesday, 29 July 2025**

08:00 – 09:30 (EST) / 14:00 – 15:30 (GMT+2) / 15:00 – 16:30 (GMT+3)

*Online only*

#### **I. Background**

In many contexts, women remain underrepresented in CT/PCVE sectors, not due to lack of interest or qualification, but because of structural barriers to entry, retention, and promotion. This panel discussion will highlight the value of women’s participation at all levels of policy and practice through the experiences of both early-stage professionals and senior-level decisions makers across CT/PCVE careers in security institutions. Panelists will reflect on their own career trajectories and the opportunities that enabled them to advance. This session will highlight both individual strategies and systemic interventions, discussing pathways for cultivating the next generation of women leaders in CT/PCVE.

#### **II. Objectives and Learning Outcomes**

This webinar aims to discuss enabling environments for women’s leadership in CT/PCVE; identify institutional policies and practices that support career advancement; and gain practical insights from the experiences of women leaders across CT/PCVE.

In this context, participants will:

- Identify key structural and institutional barriers that hinder women’s entry, retention, and promotion in CT/PCVE sectors;
- Gain practical insights into individual strategies and institutional practices that have supported women’s career advancement in security institutions;
- Learn actionable measures for cultivating enabling environments that foster the leadership and participation of women in CT/PCVE policymaking and practice.

#### **III. Key Questions for Discussion**

- What are common structural and institutional barriers that contribute to the underrepresentation of women in CT/PCVE sectors?
- What role do mentorship, sponsorship, and peer networks play in advancing women’s leadership in CT/PCVE?
- In what ways can institutions create safer and more enabling environments that address the specific risks and challenges women may face in these sectors?
- What lessons can be drawn from the career trajectories of women leaders in CT/PCVE to support the next generation of professionals?
- How can CT/PCVE institutions ensure that gender inclusion efforts are sustained and embedded in long-term organizational culture and practice?



#### **IV. Translation and Interpretation**

The panel discussion will be moderated in English. Simultaneous interpretation into Arabic, French, and Russian will be provided to allow for greater access. Simultaneous interpretation and translation into other languages will not be available; however, they might be considered for future live events upon request and consultation with the GIFP project team.

#### **V. Contact Persons**

- Ms. Sara Negrao ([negrao@un.org](mailto:negrao@un.org)), Head Gender Unit/Gender Adviser, UNOCT/HRGS
- Mr. Brendan Carchidi ([Brendan.carchidi@un.org](mailto:Brendan.carchidi@un.org)), Junior Professional Officer, UNOCT/HRGS
- Ms. Iman Sayed Taha ([iman.sayedtaha@unwomen.org](mailto:iman.sayedtaha@unwomen.org)), Policy Specialist, Peace and Security Section, UN Women