



Gender, Equality, Diversity & Inclusion

Annual Progress Report 2022



HIGHLIGHTS

Organizational Structure

- Established the **GEDI unit** in October 2022
- Launched the **Global GEDI Action Plan** in March 2022
- Increased **decentralized funding** to support office and country level innovative and transformative initiatives such as, workshops on power dynamics and systematic inequalities, podcast programs and educational videos on GEDI issues as well as leadership training opportunities and mentorship programs for female staff.

Pillar 1:

WHO WE ARE

- Administrated the **IRC People Survey** across **40+ countries and 26 RAI US** offices translated in 19 languages. 12,701 staff took the survey, delivering a **75% response rate** and sharing close to **25,000 qualitative comments**.
- **1298 people managers** completed the Diversity, inclusion and Belonging learning module and 15000 participants reached by our GEDI learning efforts.
- **45%** of CRRD countries made a commitment in their SAP-IPs to **increase GEDI capacity** and **55%** of countries made a commitment to attract, develop, and retain staff from diverse backgrounds
- Launched **HR Policies and Practices Equity Assessments**, including an international-national pay practice and a Pay Equity Analysis for all US-based staff and RAI leaders.
- **Progress towards our Leadership Diversity Goals:**
 - Headquarters and Regional Leaders Band 5+ who identify as women increased from **62.54% to 64.62%**
 - CRRD Country Program Leaders Bands 4-6 who come from the countries they work in or communities they serve increased from **62.39% to 64.90%**
 - RAI leaders bands 4-6 who identify as one or more targeted races and ethnicities increased from **40.42% to 41.21%**.

Pillar 2:

WHAT WE DO

- Developed the **GEDI Continuum and the Discrimination matrix**, to help team to better assess the degrees of GEDI responsiveness of projects, identify and respond to most prevalent inequalities with a particular focus on women and girls.
- Updated the **Partnership Excellence for Equality and Results System (PEERS)**, applying all key recommendations from an in-depth external review focused on equality.
- Continued to **increase the resources we provide to local actors**, to the highest ever level, and invested in the development of long-term strategic partnerships.
- **30%** of CRRD countries committed to integrating a review of GEDI sensitivity into existing routines.
- Started or completed **Gender Analysis** throughout the organization to inform project design and implementation.

Pillar 3:

WHAT WE SAY & HOW WE ENGAGE

- Organized **35 brand sessions training** to ensure our communications uphold our commitment to have that all of our clients represented with dignity and agency
- Established **new translation Unit** to facilitate improvements in quality and consistency of our translations and interpretations
- Launched **new global internal communication strategy**, with Learning Experience series and the global editorial calendar
- Signatory to two new **Global Commitments: "DEI Compact: INGO Commitments toward Greater Diversity, Equity, and Inclusion"** and **"Pledge for Change"**

For any questions or feedback, please message the [IRC Equality inbox](#)