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

- Administered 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.

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