

Gender Equality Scorecard and Action Plan (GAP)

		Objective/Change * means applicable to USP	Metric	Related Support Activities
Phase 1: Immediate Changes	Field-led Changes (RVPs, EDs, CDs, and their relevant teams)	Increase proportion of female staff at manager-level and above and SMT-level *	% of staff band 6 and above who are female	<ul style="list-style-type: none"> Recruitment guidance Facilitate succession planning Training on bias and equity measures
			% of IPD senior management teams that have 1+ female members	
		Appoint & support GE Champions *	% of IPD country and US offices that have 1+ active GE Champs	<ul style="list-style-type: none"> Support to new and existing Champions
		Establish & support Women at Work Groups	% of IPD country that have 1+ Women at Work group	<ul style="list-style-type: none"> Support to new and existing W@W groups
		Increase overall awareness of the importance of gender equality as a part of IRC's mission *	% of staff who report they agree/strongly agree that gender equality is critical to IRC's mission	<ul style="list-style-type: none"> Regular communications Onboarding modules Training on GE values and skills
	Global Dept Heads / HQ- led Changes	Increase the number of female members of IRC-affiliated boards *	% of IRC-affiliated Board of Directors that are female	<ul style="list-style-type: none"> New criteria Implement monitoring process
		Increase number of Learning Fund seats taken by female staff *	% of seats for Learning Fund efforts reserved female staff	<ul style="list-style-type: none"> Updated expectations for gender balance Development of new content and modules
		Pursue pay equity among IRC staff *	Indication that IRC has pay equity for all US-payroll staff (including development and rollout of salary setting standards for all hires)	<ul style="list-style-type: none"> Assessment of existing data Development of equity checklist
Future Changes	Field-led Changes (RVPs, EDs, CDs, and their relevant teams)	Increase female leadership through hiring and promotion *	% of leadership who are female (LB, SLG, DRD, CD, EDs, Emergency Field Directors, and Deputies)	<ul style="list-style-type: none"> Recruitment guidance Facilitate succession planning Implement promotion tracker Create network for potential leaders
			% of female leaders who were internally promoted (LB, SLG, DRD, CD, EDs, Emergency Field Directors, and Deputies)	
		Increase safety and security among female staff	% of staff who report they agree/strongly agree that IRC clearly demonstrates a commitment to my safety and security	<ul style="list-style-type: none"> Updated Security Risk Assessment processes Finalize/roll out sexual violence policy Efforts to increase # of female S&S staff
		Increase commitment by leaders to addressing gender inequality in the office *	% of staff who report they agree or strongly agree that senior management in their office or department prioritizes addressing issues of gender inequality in the workplace	<ul style="list-style-type: none"> Development/rollout of operations standards
		Increase number of new IRC staff who value GE *	% of all hires asked about their gender equality attitudes and beliefs during interview process	<ul style="list-style-type: none"> Recruitment guidance
	Increase workforce understanding and confidence in IRC's effort to address safeguarding issues *	% of staff who participated in anti-sexual misconduct trainings and certified that they understand IRC's Harassment-Free Workplace policy.	<ul style="list-style-type: none"> Updated HR policies Training, values clarification events Listening sessions and regular communication about safeguarding 	
		% of staff who report they agree or strongly agree they understand IRC's available reporting channels for ethical or misconduct concerns.		
% of staff who report they agree or strongly agree they have confidence that reported ethical or misconduct allegations are addressed appropriately at IRC.				