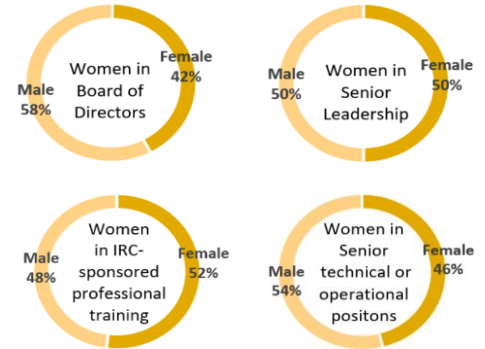


In 2019, IRC made a commitment to equality between staff and for clients by pursuing a feminist approach to how we deliver humanitarian aid. As part of this pursuit, IRC launched its first Gender Action Plan (GAP) in May 2019. GAP is an organization-wide, 3-year plan that identifies actions to **1) attract and promote female staff, 2) ensure that staff have consistent attitudes that uphold gender equality, and 3) establish an organizational culture where women are safe and respected.** Here are the main findings from our first semi-annual progress report against these outcomes:



## 1) Attraction & promotion of female staff

During this reporting period, our records show minimal gender disparities at the aggregate global level. However, when disaggregated across regional and country levels, significant differences are revealed. Women make up less than 30% of our senior professionals in over a third of the countries we serve internationally. GAP activities aimed at addressing this challenge include establishing a women leaders' network, developing succession plans for field-based female staff, and introducing innovative, more inclusive recruitment practices.



## 2) Staff attitudes that uphold equality

To establish a shared understanding and endorsement of gender equality across IRC, GAP outlines activities to enforce strong and unified messages about gender equality at the leadership level, mobilize women's voices at the grassroots level, and raise the organization's foundational knowledge about gender equality.

51 of our GE Champions from 28 countries gathered in Nairobi last August to help us establish a shared understanding of gender equality as an organizational value, deepen skills and knowledge, and create a global network.

During this reporting period, IRC senior leadership group received training on gender and unconscious bias and started a global movement through its **342 Champions** across 28 countries and **67 Women at Work groups** in 21 countries. **Gender Equality Champions** are volunteers from within IRC who lead initiatives that instill an equitable organizational culture within their worksites. These initiatives range from leading gender sensitization sessions to establishing nursing and daycare spaces. **Women at Work** groups are employee-led platforms that offer women a safe space to share experiences and make requests collectively.



## 3) Organizational culture where women are safe and respected



Crisis and disasters put female humanitarian aid employees at greater risk of sexual violence. The IRC is tackling this issue with inclusive safety and security practices where women are active participants in the design and management of their security needs as well as fostering a harassment-free work environment through awareness and accountability. Below are some of the successes we achieved in the past six months:

More than 72 safety and security staff were trained in inclusive and gender-sensitive security risk analysis strategies aimed at identifying and addressing the specific security needs of women in the field.

- 37% of our global **safety and security personnel are women**
- 1492 staff members received **Anti-Sexual Harassment Training**
- 81% of 247 surveyed staff in Sept 2019 agreed that **IRC takes serious measures to create a work environment free of sexual harassment and gender-based discrimination.**