IRC's Gender Equality Scorecard and Action Plan (GAP)

Progress Report Summary (Oct 2019-Mar 2020)

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**. The IRC released GAP's first semi-annual progress report against these outcomes in October 2019. This is an update on the main findings from the second semi-annual report released in June 2020. This report also included a section that highlights the impact of COVID-19 on female staff. It revealed that we have achieved marked progress in the past year in all three GAP outcomes but must do more to unpack power dynamics beyond just gender.

1) Attraction & promotion of female staff

Our records continue to show minimal gender disparities among staff at the aggregate global level but regional and program inconsistencies where women represent over **70% of staff in some programs (El Salvador, Colombia and the US) and 25% or less in others (Ethiopia, Mali, Niger and Burundi)**.

We also acknowledge that we must expand our focus to look at other intersecting issues that lead to power differentials and have therefor included a gender and nationality breakdown of IRC's leadership, which revealed **significant underrepresentation of women of color and women from the Global South**.

IRC developed an Equitable Recruitment Guidance to address this problem. It requires hiring managers check personal biases and ensure fairness during the recruitment process. We have instituted a global minimum of 12 weeks maternity and 5 days paternity of 100% paid time off as of January 2020.

2) Staff attitudes that uphold equality

To establish a shared understanding of gender equality across IRC, GAP outlines activities that enforce 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.

Women at Work (W@W) groups play an instrumental role in changing attitudes and raising awareness. They act as platforms to collectively bargain for a more equitable organizational culture. W@W groups went from 68 groups made up of 1380 members in the last reporting period to **79 groups** and **3841 members** in this reporting period.

Gender Equality Champions are volunteers from within IRC who lead initiatives that instill an equitable organizational culture within their worksites. There are roughly **317** GE Champions across **30** country offices and **24** US offices.

The GE Unit also conducted GE **sensitization session to 3249 staff** members during this reporting period.

3) Organizational Culture Where Women are Safe & 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**(S&S) practices where female staff are active participants in the design and management of their own security needs in addition to fostering a harassment-free work environment through awareness and accountability.

During this reporting period, the percentage of female S&S personnel increased **45%** to **52%.**

We have also trained 2183 staff members on IRC's Anti-**Sexual Harassment training** to date. The training focuses on prevention by addressing cultural and environmental factors that contribute to a harassment free workplace.

COVID & GENDER EQUALITY

An overwhelming majority of IRC staff are currently working remotely due to the COVID-19 crisis. To help cope with the crisis, The IRC is offering staff **15 additional leave days to address COVID-related complications including caregiving responsibilities.**

Our survey revealed that the top three **challenges female staff in our international programs are**: **1) not having privacy and/or a dedicated space to work, 2) not having regular/reliable access to the internet, a computer, and/or a laptop and 3) lack of interaction with colleagues and/or supervisor.**

The top three challenges faced cited by **female staff in based in the U.S.** are: 1**) lack of interaction with colleagues and/or supervisor, 2) not having privacy and/or a dedicated space to work, and 3) school closure and/or care taking responsibilities.**