

AT A GLANCE: IRC UK GEDI STRATEGY (2026-2028)



IRC UK are pleased to share our Phase 2 UK Gender, Equality, Diversity and Inclusion (GEDI) Strategy (2026-2028), which follows our Phase 1 UK GEDI Strategy (2022-2024) and contributes to the work and mission of the IRC globally.

WHY HAVE WE DEVELOPED THIS STRATEGY?

- 1. Reaffirm leadership commitment:** To reaffirm IRC UK's leadership and organisational commitment to advance our shared gender, equality, diversity and inclusion goals.
- 2. Achieve impact with clients:** To continue connecting our UK clients – refugees and people seeking asylum – to our programmes, advocacy, fundraising and communications so they meaningfully shape the work we do.
- 3. Achieve impact with colleagues:** To maintain and build on the momentum gained during Phase 1, ensuring IRC UK colleagues feel the impact of our GEDI work in their day-to-day lives by establishing a kind, diverse, inclusive and equitable working culture.

WHAT WILL WE ACHIEVE?

GEDI vision	At the IRC, our diverse clients, partners, and staff have the power, voice, and agency to shape programmes and operations. Within the IRC, we actively work to end all forms of systemic discrimination and foster an inclusive working environment where everyone feels respected, heard, valued, and supported. Our programmes seek to reduce disparities in outcomes driven by systemic inequality.		
	Who we are	What we do	What we say/how we engage
Objectives	We build a workplace that reflects the communities we serve, and where every colleague feels safe, respected and included.	We design programmes that give clients meaningful access to services, drive systemic change by addressing root causes of exclusion, and ensure clients shape and influence safe, dignified and affirming experiences.	We ensure that staff have equal access to information and that our storytelling and engagement centre the voices of our clients and partners.
UK focus areas	<ul style="list-style-type: none"> ▪ Data collection & diagnostics ▪ Leadership diversity & decision-making ▪ Recruitment & employee lifecycle ▪ Inclusive culture for all ▪ Training & development 	<ul style="list-style-type: none"> ▪ UK Resettlement, Asylum and Integration programmes (services) for clients in the UK ▪ Clients shape and influence the programmes that serve them 	<ul style="list-style-type: none"> ▪ Internal comms & engagement ▪ External communications and ethical storytelling ▪ Client-centred policy & advocacy ▪ Client-centred fundraising & marketing
Key UK actions	<ul style="list-style-type: none"> ▪ Improved declaration rates & pay gap analysis and action ▪ Embed meaningful participation of clients in leadership meetings ▪ Equitable recruitment & onboarding ▪ GEDI objectives for all staff ▪ Better GEDI training offer/uptake 	<ul style="list-style-type: none"> ▪ Meaningful access to and greater impact of UK RAI programming ▪ Facilitate client-led programme development ▪ Foster client/staff co-learning through strategic events 	<ul style="list-style-type: none"> ▪ Consistently demonstrate ethical storytelling standards ▪ Co-designed client-centred advocacy ▪ GEDI lens clearly applied through all fundraising

HOW WILL WE DELIVER THIS STRATEGY?

This strategy will be delivered through an Action Plan with clear deliverables beneath the three overarching objectives, phased across the three years of the strategy period. Each action has clear ownership among IRC UK's Senior Management Team, and there is guidance on how all IRC UK staff should advance our goals through their day-to-day work.