

In 2022, IRC UK launched a new [Gender, Equality, Diversity and Inclusion \(GEDI\) Strategy](#) that sets out how the organisation will continue to make IRC UK a more diverse, equitable and inclusive place to work through to 2024. It summarises work to date driven by IRC UK teams and sets out key gaps and strengths that exist. Based on these lea U Q L Q J V L W G H I L Q H V , 5 & 8 . ¶ V V W U D W H J L F I R F X V D U H D V D Q G V the global IRC GEDI vision and objectives. At the core of this strategy is action: in it, IRC UK commits to 75 targeted actions to drive meaningful and needed progress through 2024. These actions keep a necessary focus on race and ethnicity while strengthening commitments to people with disabilities, to LGBTQ+ staff and clients, and to people with lived experience of conflict and displacement.

As the IRC UK Board of Trustees, we are proud of the progress IRC UK has made to date, yet recognise there is more to do. We endorse the UK GEDI Strategy and the commitments contained within it and believe it will make IRC UK a more diverse, equitable and inclusive organisation that is in turn better equipped to support those we serve.

We will continue to support IRC UK with regard to the Strategy, including by holding management and staff to account in delivering on its ambitions. The Board also plays an important role in living the values of diversity, equality and inclusion in its own work, which we see as a crucial part of good governance of IRC UK.

The IRC UK Board set out its own diversity and inclusion plan in 2021.¹ This plan included a number of actions for Trustees, like appointing GEDI Board champions, including diversity and inclusion as a standing item at all Board meetings, participating in annual race sensitisation and unconscious bias training and S U R Y L G L Q J 7 U X V W H GEDI data and setting goals and timeframes for increasing the diversity of the Board of Trustees. All of these actions were completed R U H P E H G G H G L Q P ¶#(

this with a new 2023-2024 Board GEDI Plan, which seeks to complement the strategic focus areas of the IRC UK GEDI Strategy. The IRC UK Board therefore commits to the following actions, aligned to the , 5 & ¶ strategic GEDI framework of Who We Are, What We Do and What We Say/How We Engage:

WHO WE ARE: We have a diverse and inclusive workforce so our programmes reflect the needs of the communities we serve.

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