

INTERNATIONAL
RES  **E**
COMMITTEE

DIVERSITY, EQUALITY AND INCLUSION

PROGRESS REPORT 2021 | JUNE 2021

| For any questions, please contact IRC.Equality@rescue.org

Diversity, Equality and Inclusion at IRC

VISION

At the IRC, our diverse clients, partners, and staff have the power, voice, and agency to shape programs 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 programs seek to reduce disparities in outcomes which are driven by systemic inequality.

GUIDING PRINCIPLES

Client centered
Intersectionality
Decoloniality
Accountability
Engagement

DEI Structures

Developed staff-led Diversity, Equality and Inclusion priorities

Launched IRC DEI Unit

Launched the DEI Council of the International Rescue Committee

Goal 1: "Who We Are"

Committed to leadership diversity goals

Improved recruitment practices

Audited HR policies and practices (including pay practices) and developed a global DEI demographic all-employee survey

Launched self-identification campaign

Goal 2: "What We Do"

Reiterated our commitment to channeling 25% of our funding to local and national responders (by 2024) and made new commitments

Set an ambitious target

Piloting client engagement models

Embedded GEDI in the IRC's program quality standards

Goal 3: "What We Say and How We Engage"

Began closing gaps in access to information

Created internal RescueNet page dedicated to "Equality"

Strengthened our messaging and imagery guidelines

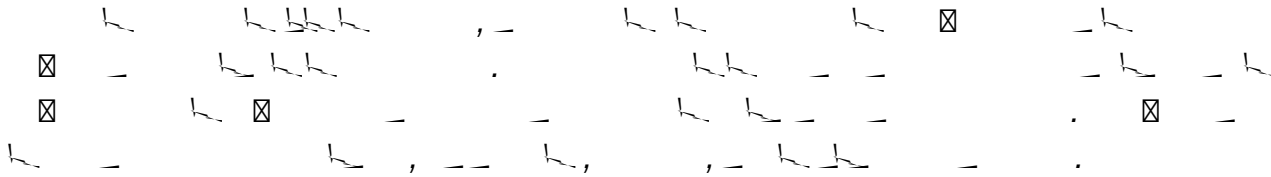
Detailed Appendix

PROGRESS ON DEI ORGANIZATIONAL SUPPORT

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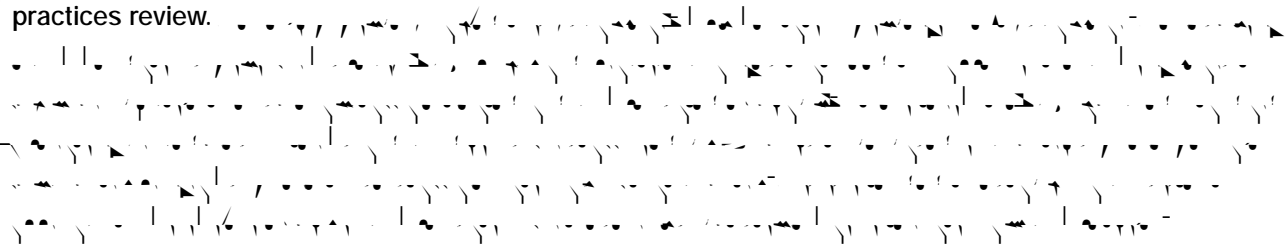
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PROGRESS AGAINST GOAL 1: “WHO WE ARE”



Objective 1.1: The IRC has a compensation and benefits program that ensures the entire workforce is categorized and compensated equitably.

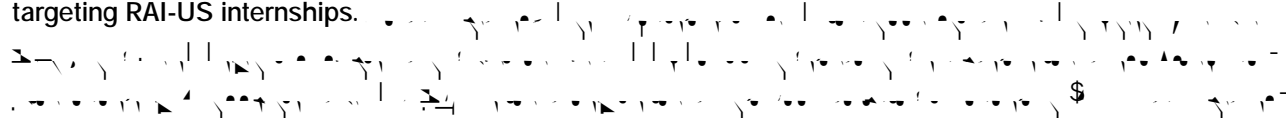
The IRC has launched a policy and practices equity review, as well as an international/national pay practices review.



The IRC aggregated all existing DEI-related HR policies into a new Anti-Discrimination policy and updated the Standards and Guidelines.



The Resettlement, Asylum and Integration (RAI) US organization launched the Pathways to Careers in RAI Scholarship Opportunity, as a new resource to diversify and enhance the talent pipeline, specifically targeting RAI-US internships.

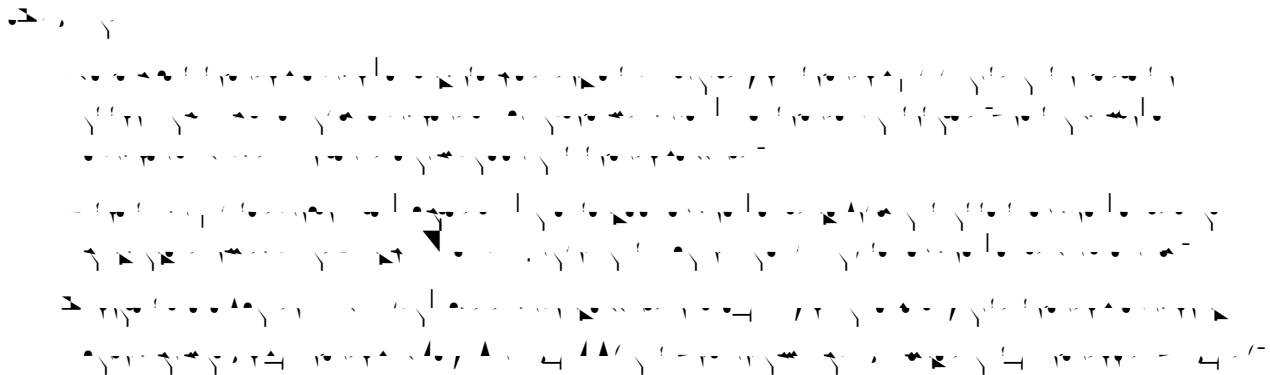


Objective 1.2: The IRC has diverse leadership that reflects the places we work and people we serve and key roles in all our departments are based closer to the regions where we work.

The IRC has committed to the following leadership diversity goals by the end of FY26:



The IRC has committed to improving our recruiting strategy to meet our leadership diversity goals.



The IRC updated the Permanent Resident (Green Card) Sponsorship Policy.



The IRC worked with an external specialist to undertake a comprehensive talent management review to assess strengths and gaps in our training and coaching programs and make improvements.

Objective 1.3: IRC leadership and management take responsibility for creating an inclusive organizational culture in which every staff member feels safe, respected, valued, supported, and encouraged to bring their full authentic selves to work.

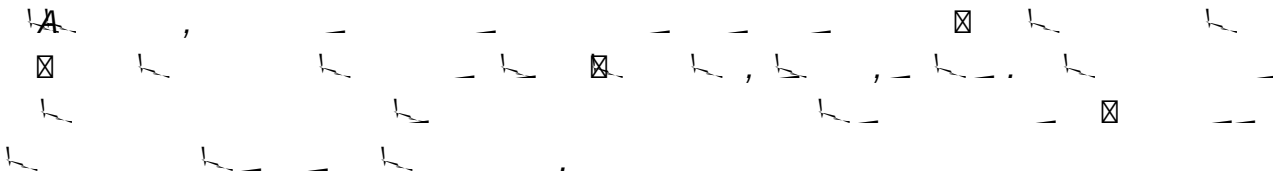
The IRC launched voluntary listening sessions to ensure our DEI work was grounded in real staff concerns, ideas and experiences.

The IRC's program departments created additional formal pathways for two-way communications with leaders on DEI topics.

The IRC has invested in DEI Learning and Leadership Standards.

The IRC has made significant investment in developing an IRC-wide Employee Demographic Survey.

PROGRESS AGAINST GOAL 2: “WHAT WE DO”



Objective 2.1: Building on our GE tools, IRC mainstreams DEI in our program design and delivery tools, processes, and accountability mechanisms.

The IRC is drafting a Gender, Equality, Diversity and Inclusion (GEDI) Conceptual Framework to mainstream DEI in program design and delivery.

The IRC has invested in new DEI programmatic tools.

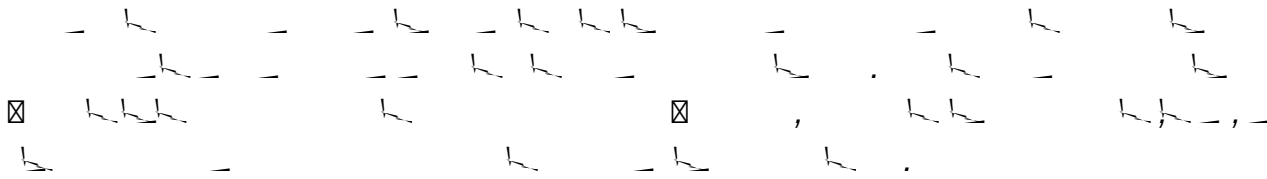
The IRC's program departments have committed to including concrete DEI action in their Strategy Action Plans (SAP) and program quality standards that govern program delivery.

Objective 2.2: The IRC's program design is rooted in rigorous intersectional context analysis by engaging clients, partners, and staff to drive decision-making about the type of programming we do.

The IRC reiterated our commitment to channeling 25% of our funding to local and national responders (by 2024) and made new commitments, such as increasing our resources to local partners by half in 2021 (compared to 2020) and continuing to build partnerships with local actors, half of whom will be women-led/focused.

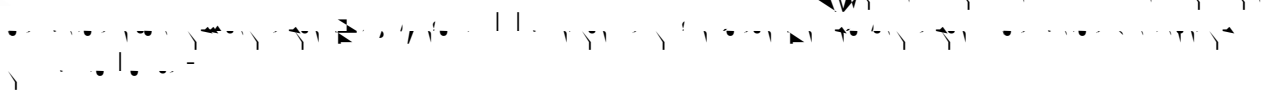
The IRC has included in our IRC S100 implementation plans to ensure that our context analysis tools have an intersectional lens.

PROGRESS AGAINST GOAL 3: “WHAT WE SAY AND HOW WE ENGAGE”



Objective 3.1: Staff at the IRC have equal access to information, and our internal communication is inclusive and reflective of diverse languages, contexts, lived experiences, and voices.

The IRC “began closing significant gaps in access to information.”



The IRC created internal resources to update staff on DEI progress.

RescueNet page dedicated to “Equality” for global staff updates.



“IRC Equality –Inbox” designed for all global colleagues to share questions, comments, suggestions, ideas and advice



