

Diversity, Equality and Inclusion at IRC

Strategy Document Summary



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

WHO WE ARE	WHAT WE DO	WHAT WE SAY & HOW WE ENGAGE
Inclusive organizational culture where diversity is championed and represented at all levels; zero tolerance for discrimination, harassment, bullying, and retaliation in any form.	Program design and delivery maximizes power for communities we serve through effective collaboration with clients, partners, and staff; equal outcomes for diverse populations.	Staff have equal access to internal communications; external engagement illustrates the resilience of the people we serve and is informed by clients, staff, and partners.