1.3 Inclusive Culture	A) Embed GEDI frameworks in Hiring, Onboarding, Performance Management, and Development Planning practices. B) Strengthen inclusive management practices in current and future managers C) Audit and align existing policies to Respect at Work Policy and strengthen reporting mechanisms D) Enhance staff engagement and employee belonging: Continue to support GEDI Council & employee resource groups E) Ensure all employee safety and security: IRC security risk management practices are responsive to threats and hazards faced by staff, cognizant of their diverse profile.	The number of staff who took GEDI trainings each year. % of staff who feel that they belong and are welcome at the IRC; % of staff who agree that IRC leadership and management take responsibility for creating an inclusive organizational culture. % of Safety & Security personnel who received GEDI trainings

FY22 PRIORITIES

- Complete the IRC's People Survey, HR Equity Assessment, and International/National Compensation Review, summarize findings and integrate into our GEDI initiatives

- Provide GEDI learning opportunities to staff and leaders

- Develop manager 101

WHAT WE DO (RAI)

Our program design and delivery approach maximizes power for the communities we serve through effective collaboration with clients, partners, and staff. We strive for equal outcomes for diverse populations by using our deep understanding of local power imbalances to ensure equitable access to services.

2.1 GEDI mainstreamed in program design and delivery	A) Integrate RAI GEDI into project cycle standards B) Assess compensation practices re: international and national staff for pay equity, and implement action plan to address findings C) Revise GEDI programs tools and guidance integrated into project cycle standards D) Socialize GEDI concepts in training content and approaches	% of projects that have been designed to ensure equal outcomes for diverse clients % of new projects each fiscal year informed by client needs assessments, context analysis, and/ or feedback data
2.2 Program design is rooted in intersectional context analysis	A) Revise and/or develop context analysis tools with GEDI framework B) Resource each region in RAI for a certain number of offices to conduct GEDI analyses/intersectional context analyses C) Integrate mechanisms for sustained community and client engagement to support program design	% of RAI program offices which conduct at least one GEDI analysis in the fiscal year

WHAT WE SAY & HOW WE ENGAGE

Build an organizational culture that encourages open and honest conversations by ensuring all staff have equal access to internal communications. Our external communications will illustrate the resilience of the diverse people we serve, ensuring that IRC's client, staff, and partner voices and experiences inform the organization's priorities.