

Cover Note on package of materials on:
Strengthening Gender, Diversity and Inclusion in CGIAR's Workplaces

Purpose

As relevant to the CGIAR System 2019-2021 Business Plan, Action 4.3, this document sets out the following key elements related to progress made and efforts underway to strengthen Gender, Diversity and Inclusion in CGIAR's workplaces:

- i. A proposed '**Framework** for Gender, Diversity and Inclusion in CGIAR's Workplaces' (as set forth in document SC9-07a);
- ii. An accompanying proposed '**Action Plan** for Gender, Diversity and Inclusion in CGIAR's Workplaces' covering the 2-year period 2020-2021 (as set forth in document SC9-07b);
- iii. The **profile and role** of the incoming CGIAR System Senior Adviser, Gender, Diversity and Inclusion (as set forth in document SC9-07c); and
- iv. An update on the **proportional representation of women** in the CGIAR Centers and in the CGIAR System Organization based on data from 30 September 2019 (as set forth in document SC9-07d).

Action Requested

The System Council is invited to review the documents as referenced in this cover note and provide strategic input, if any, to further inform the work being undertaken by the Centers and the System Organization to strengthen gender, diversity and inclusion across the CGIAR System. Of particular assistance will be reflections from System Council members on the proposed Gender, Diversity and Inclusion Framework and accompanying Action Plan which can be taken on board as these are finalized for submission to the System Management Board for approval before end-2019.

Distribution notice:

This document may be shared without restriction.

Prepared by: A working group made up from members of the Human Resources Community of Practice, in consultation with the full Community of Practice, and with guidance from an expert external resource.

Overview on Gender, Diversity and Inclusion matters

1. The 'Framework for Gender, Diversity and Inclusion in CGIAR's Workplaces' ("Framework") and its accompanying 'Action Plan for Gender, Diversity and Inclusion in CGIAR's Workplaces' ("Action Plan") were developed under Action 4.3 of the CGIAR System 3-Year Business Plan 2019 – 2021 (Design and Implement a 'Gender, Diversity and Inclusion Framework').
2. Aligned to the [CGIAR System Risk Management Framework](#), the Framework and Action Plan have been developed to strengthen CGIAR's focus on creating and sustaining diverse, inclusive work cultures and enabling workplaces which is critical to CGIAR's ability to deliver on its vision and act as an ethical employer. They support compliance with the following CGIAR Risk Families: "CGIAR is no longer a front runner", "Non-adherence to appropriate values" and "poor execution undermines capability".
3. These documents relate to gender, diversity and inclusion in the workplace only and do not cover gender equality in research which is addressed separately in Gender Equality in Food Systems Research Platform that is being proposed to the System Council for approval at SC9. Although there are linkages between both gender, diversity and inclusion in the workplace and gender equality in research as they both contribute to the common objective of gender equality, they relate to a distinct set of issues and actors.
4. Built around a new vision for CGIAR as an innovative model employer that actively supports and promotes gender equality, diversity and inclusion in its workplaces, **the Framework** is a high level document that enshrines the CGIAR System's commitments with respect to gender equality, diversity and inclusion in CGIAR's workplaces, sets forth agreed System-wide objectives, and provides an overall accountability framework.
5. **The Action Plan**, which covers the 2-year period 2020-2021, outlines best practice benchmarks and agreed targets to measure progress towards achieving the objectives set out in the Framework, as well as the required budget for this period.
6. As the ambitious targets of the Action Plan are being set in a time of potential significant System-wide change, a mid-year and end-of-year check in are planned for the first year of implementation of the Action Plan to take stock of progress made and reflect on adjustments that would align with any new System developments.
7. Building on the progressive efforts in the areas of gender, diversity and inclusion undertaken across CGIAR as well as on past evaluations, the Framework and Action Plan have been collaboratively developed by a committed Working Group from within the Human Resource Community of Practice with the assistance of an external consultant.
8. The documents have benefitted from extensive consultation which has provided valuable feedback and guidance for further development of the materials from:
 - a. The System Management Board ('Board') and its Audit and Risk Committee (ARC);

- b. Centers, including Center Board Chairs, Chairs of Center Audit Committees and Directors General, and;
 - c. External partners, approached on an informal basis.
9. Building on any strategic reflections received from the System Council, the Framework and Action Plan will be submitted to the Board for final approval by end-2019.
10. The CGIAR System **Senior Adviser, Gender, Diversity and Inclusion**, whose appointment is anticipated to start in January 2020, will play a key role in supporting CGIAR in its journey towards attainment of its objectives in this area.
11. One mechanism for regularly taking stock of the progress in strengthening gender equality in CGIAR's workplaces is looking at the representation of women in professional roles. With a target of at least 35% women in professional roles set for end-2020, CGIAR Centers are continuing to undertake efforts to strengthen women representation as reflected in a **snapshot based on data from 30 September 2019**.