

Anti-Racism: From Words to a 10-point Action Plan

Working towards a world free of poverty, hunger, and environmental degradation, CGIAR has a workforce of over 10,000 individuals in more than 70 countries. We believe that a diverse, inclusive work culture and enabling workplace is needed to tackle these complex global challenges. Diversity powers innovation.

For this reason, in January 2020, CGIAR re-committed to gender equality, diversity and inclusion (GDI) by adopting a GDI [Framework](#) and [Action Plan](#) (2020-2021), outlining our vision and plan for implementation. The new cross-System GDI Function provides support, expertise, tools, and training.

Our Shared GDI Vision

CGIAR's workplaces are enabling and inclusive. Diversity in all its dimensions is embraced and every person is supported to reach their full potential, so as to drive the engagement and innovation need for a world free of poverty, hunger and environmental degradation.

Our Overarching Principles



Fostering diversity & inclusion



Providing fair, safe and inclusive workplaces



Progressing in partnership



Raising gender equity, diversity and inclusion awareness and reducing bias, including unconscious bias, in the workplace



Accountability on workplace gender equity, diversity & inclusion advancement

CGIAR Condemns and Rejects Racism

We believe that diversity is our strength. It drives better science and innovation. It is what makes us who we are.

CGIAR unequivocally condemns and rejects racism. As an organization of over 10,000 people across more than 50 countries, we are proud to be multi-color and multi-cultural. We celebrate, respect and promote our diversity. We do not tolerate harassment, discrimination or inequality in our workplaces, and encourage our partners to do the same.

In this current time of global protests against racism, and in solidarity with our partners around the world who stand against racism and injustice, we agree with the UN High Commissioner for Human Rights Michelle Bachelet on the need to reflect; to listen and learn; and to take actions that truly tackle inequalities.

We know that racism and related intolerance do not affect all members of victim groups in the same way. And that the intersection of discrimination based on race and gender has the most widespread effects. It is unacceptable in all its forms.

This is a moment in which CGIAR's new Gender, Diversity and Inclusion Framework must become a mechanism through which we empower and enable our workforce to identify and address racial inequality and bias in our global workplaces. We must use this opportunity to become better, contributing to a better world.

Across CGIAR, we have consciously gathered people from around the world to solve some of humanity's greatest challenges. We have declared dignity and respect to be part of our core values. We must live our values, challenge ourselves to review practices and reflect on how we can do better. We are stronger together.

Anti-Racism: Our 10 Point Plan

As with all our work to advance GDI in our global workplaces, we translate our intentions and words into informed and meaningful actions. Here is what the GDI support Function is doing to support cross-System work on anti-racism.



1. GDI-sponsored confidential **Counselling** is available



2. A new cross-System GDI **People of Color Consultation Group** – formal spaces for authentic inputs



3. Which will be part of a new cross-System **Employee-Led Resource Group (ERG)** that will be an inclusive and safe space for sharing, learning, networking, cultural events and social gatherings



4. GDI Expert Series of **webinars**



5. GDI **Inclusion Toolkit** and new CGIAR **eLearning Course** on Introduction to GDI



6. Panel **Pledge Campaign**



7. eLearning for **senior managers**



8. Support the shifting of norms by **recognizing achievement** – a GDI award category



9. Walk the talk in the newly formed **GDI Network**




10. Further **consult and listen** – one size won't fit all


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1 The GDI Function provides all CGIAR staff with access to external **confidential counselling** in addition to the support that is available locally, and through Center and Alliance Employee Assistance Programs. Counselling is available in a range of languages at no personal cost to staff. In addition, a list of external **in-country mental health professionals** is available. Such counselling provides all staff with safe, supportive spaces to discuss challenges arising from COVID-19, as well as support with strong emotions, or the resurfacing of past traumas that have risen as a result of racism.




4 We will continue to use the **GDI Expert Series** of webinars to hear from recognized experts in the global racial equality field, in search of cutting edge, practical actions that have impact – and to generally increase comfort speaking about this important issue. Visit the GDI webpage to view our latest webinar on this important subject.




6 Our new CGIAR **Panel Pledge Campaign** will encourage staff to consider both gender and racial diversity before agreeing to serve on conference or any other panels, as a clear act of support towards achieving **our GDI vision**.




8 We will actively nudge behaviour and support the shifting of norms by openly **recognizing achievement** on advancing equality, including racial equality, through a series of GDI awards.



2 **A new cross-System GDI Consultation Group is being established.** Comprised of volunteer Colleagues of Color, this group is an important, formal space where GDI will seek authentic perspectives on cross-System guidelines, tools and training, as well as on future shared approaches to policy and practice. This group will provide a safe space to share valuable ideas and diverse perspectives, ensuring that we are actively anti-racist in our approaches. The first annual call for volunteers to join this group will be made in July 2020 through Center and Alliance HR functions.




5 Anti-racism themes will be embedded into all our GDI products, including **our upcoming GDI Inclusion Toolkit for HR professionals and People Leaders** – and into our **new CGIAR eLearning Course** that provides an "Introduction to GDI". Access them through the GDI webpage.



7 In 2020, we will develop an **eLearning course for managers** on managing racially diverse workforces and combatting racism. We will also offer short workshop sessions to help senior leaders engage with active listening, which we know is an important component of combating discrimination.



9 We will walk the talk in the **newly formed GDI Network** by actively pursuing racial diversity in all we do.



3 This new cross-System GDI Consultation Group will be part of a much **larger CGIAR Employee-led Resource Group (ERG)** that will create, with the support of the GDI Function, an inclusive environment for Colleagues of Color and others who wish to join them. ERGs are formal spaces within workplaces where individuals can join together in a network that is based on shared characteristics or life experiences. ERGs provide support and contribute to a sense of belonging and inclusive workplaces.



- From a staff perspective, ERGs help build bridges across organizations, especially between those who are separated by geography and structure, providing support, making introductions, sharing information on career opportunities, and assisting in learning and personal development.
- From an organizational perspective, ERGs can lead to greater staff engagement and a more inclusive workplace. In turn this can improve motivation, morale and innovation. They often provide useful sounding boards and focus groups when ideas, insights, or feedback is required. Organized mainly by the employees, ERGs evolve to meet the needs of their communities. They are not to be confused with staff associations.
- The first call for volunteers to join the ERG Coordination Committee (EGRCC) will be made in July 2020 through Center and Alliance HR functions.

In 2020, the GDI Function will also support the launch of an Employee-led Resource Group on Wellness, as well as an ERG on Women in Research and Science.

10 We will further consult on our 10 Point Plan, adjusting as necessary to support Centers and Alliances. We know that one size won't fit all. Like all inequality, racial discrimination is complex, and we will take an **intersectional lens, as well as being appropriate to local contexts**.



What You Can Do

- Be open-minded; engage with difference and have the important conversation.
 - Expect discomfort, which is natural. Change does not come from a place of comfort.
 - Use inclusive language. Amplify new and different voices.
 - Be wary of white fragility, when a person of non-color gets upset or feels guilty about their privilege. Their emotional needs can distract from important conversations.
 - Recognize that colleagues of color may not wish to talk about their experiences. They may only want discussions to happen in space where they feel safe.
 - Self-educate. Take CGIAR's eLearning courses as available. Read. Practice learning and curiosity, instead of embarrassment and emotion.
 - Recognise and call out any inappropriate behaviour. Identify ways we can do better. Hold yourself and your colleagues accountable.
 - If you are a manager, actively listen. Provide safe spaces. Insist on inclusion and diversity in your teams. Ask for guidance when you are unsure.
- Sign up to receive regular updates from the GDI Function; or follow us on LinkedIn.**

For further information

For further information, please contact:
Fiona Farrell
CGIAR System Senior Advisor,
Gender, Diversity and Inclusion
f.farrell@cgiar.org