Spotlight on Gender, Diversity and Inclusion in the workplace Two-Year Progress Report (2020-2021) and priorities for refreshed 2022-2024 Action Plan

SC17 - November 2022
Brisbane
In January 2020, the System Management Board approved CGIAR’s first Framework and multi-year Action Plan for advancing gender equity, diversity and inclusion (GDI) in our global workplaces, following a robust consultative process that included support from the System Council at SC9 in November 2019.
What did we achieve?

At a time of organizational change and during a global pandemic, our GDI Function has delivered 101 of its 108 targets for the two-year period, adapting to meet emerging needs.

What does delivery really mean?

After two years of work, the GDI Function can already point to evidence of impact:

- CGIAR’s workplaces are becoming more gender-balanced. We exceeded our target of 40% women in professional roles, by Dec 2021. More progress has been made towards gender parity in the past few years than the entire decade prior.
- Advancing GDI is now seen as part of the One CGIAR transition.
- There is clear and visible leadership support for GDI in CGIAR workplaces.
- There is greater awareness and understanding of GDI.
- GDI is being gradually mainstreamed into CGIAR policies and practices.

Our new draft multi-year Action Plan is already in consultation.
What’s next? A Gender Diversity and Inclusion Action Plan for 2023-2024

2022 has seen the continued advancement of work initiated in 2020-2021, the development of the progress report, and preparations for a new multi-year plan.

The CGIAR Action Plan is currently being updated to support the implementation of the CGIAR GDI Framework (est. 2020) and accelerate efforts to create a more inclusive and enabling workplace over the 2023-2024 period.

The draft 2023-2024 Action Plan builds on CGIAR’s achievements and lessons learned to date, doubling down on key areas to ensure that best practices are embedded into shared ways of working in the new operating structure.

Key components of the draft Action Plan will include:
• A continued focus on integrating GDI data into workforce planning and decision-making
• Expanding diversity targets beyond gender
• Developing mechanisms to monitor diversity dimensions throughout the career pipeline
• Mitigating inequity and potential bias in recruitment and promotion processes
• Developing and adopting shared approaches to work-life, parental leave and other inclusion-related policies
• An increased focus on the development of inclusive leaders

Consultations:
To develop the initial draft Action Plan for 2022-2024, 30 individuals representing HR Leads, ERGs, GDI FPs and Technical Experts from areas such as Legal, Ethics and MEL are involved in consultations.

Wider cross-CGIAR consultations are underway and will continue throughout November 2022.

Work underway to recruit a new Director of GDI and Culture.