



**CGIAR**

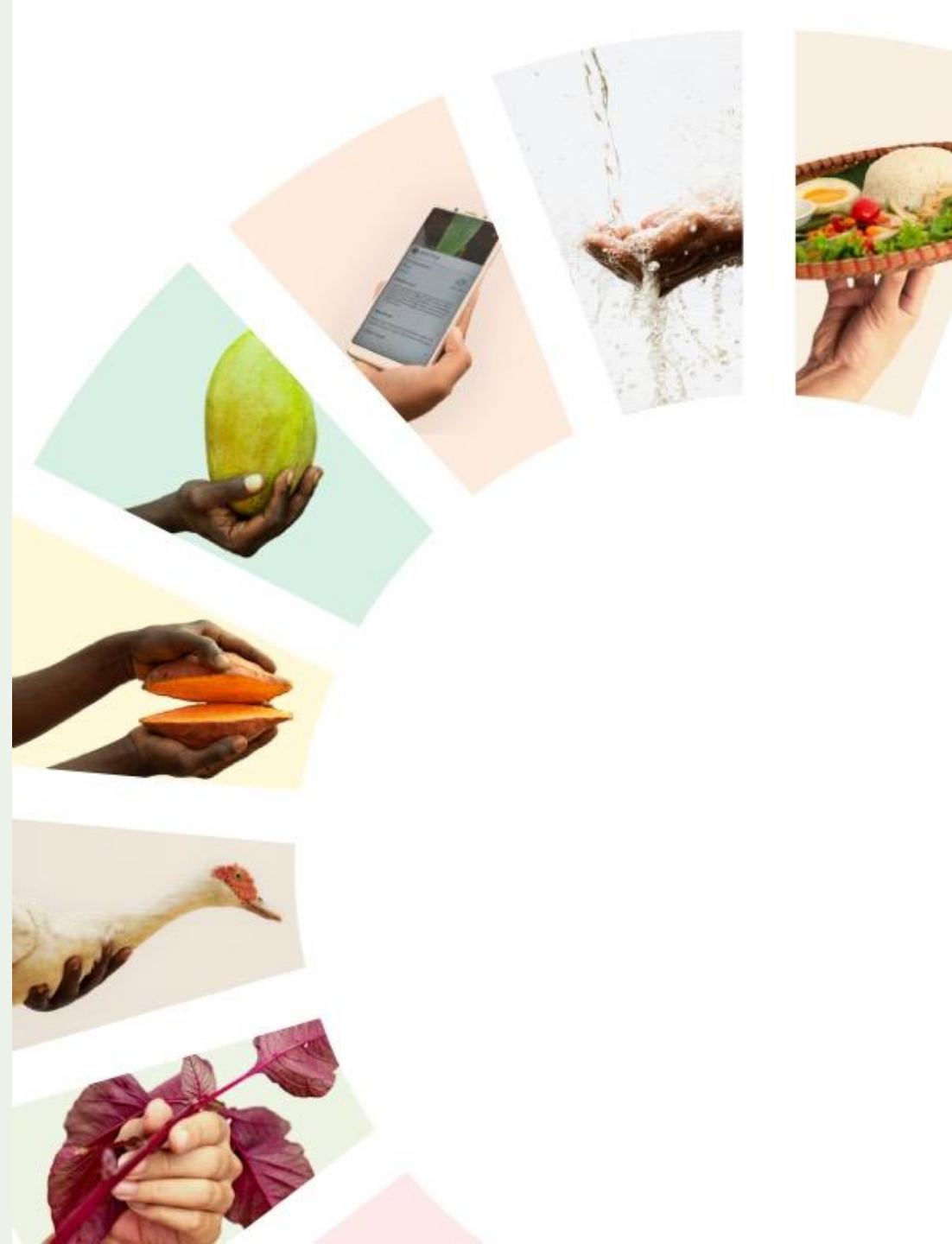
*Science for a food-secure future*

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

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*SC17 - November 2022*

*Brisbane*



# CGIAR's Gender equity, Diversity and Inclusion (GDI) in the workplace function – our origins



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?

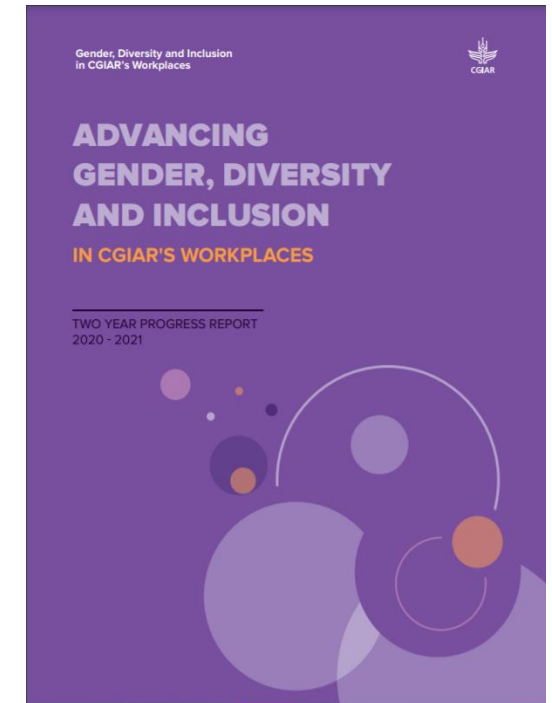
At a time of organizational change and during a global pandemic, our GDI Function has **delivered 101 of its 108 targets for the two-year period**, adapting to meet emerging needs.

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**.