

## ECDPM's Diversity and Inclusion Strategy



### Introduction

The European Centre for Development Policy Management (ECDPM) aims to be an inclusive employer that offers equal opportunities to people from all genders, cultures and origins. We believe that having a gender-balanced and diverse group of staff from Europe, Africa and beyond will foster innovative ideas and encourage different ways of thinking and working. Embracing this diversity benefits the Centre and its staff, and contributes to our overall mission of promoting **effective international cooperation through inclusive and sustainable solutions**.

To this end – and building on efforts that began in 2017 to address the issue of gender in our internal working and procedures – ECDPM has established a diversity and inclusion working group, tasked with developing a concrete action plan based on this **Diversity and Inclusion Strategy**. This document spells out what we understand by ‘diversity’ and ‘inclusion’ at ECDPM, and sets out the overarching objectives we want to achieve.

#### WHAT IS DIVERSITY FOR ECDPM?

Diversity for ECDPM means:

- a heterogeneous workforce, which **reflects the various backgrounds and walks of life in today's society** – both visible (gender, age, culture and ethnicity) and invisible (sexual orientation and background)
- supporting the **constructive exchange of contrasting views and perspectives**, in line with the organisation's core values, to provide critical and independent research
- embracing our differences to **enrich our work**
- a workforce that can connect what we do to the **realities of the changing world** and makes our work relevant and
- understanding **multiple audiences** and generating knowledge that matters to them.

## WHAT IS INCLUSION FOR ECDPM?

Inclusion for ECDPM means bringing different points of view to the table, paving the way for open debate and making sure everyone's voice is heard. ECDPM's inclusive approach places respect and intellectual curiosity at the core of our work and interactions. This has strengthened and bolstered ECDPM's position as an independent think tank.

As an equal opportunity employer, ECDPM promotes an inclusive work culture where all staff feel engaged, supported, heard, respected and encouraged to grow. Inclusion for ECDPM is key to attracting, supporting and retaining a workforce which reflects the organisation's mission for diversity. By creating an inclusive environment, ECDPM strives to fully benefit from the talent, skills and insights of all its employees. Inclusion to us means **celebrating our diversity**.

## Objectives

Building on our understanding of what diversity and inclusion mean for ECDPM, the strategy will be geared towards achieving the following overarching objectives:

- To contribute to the promotion of inclusive and sustainable development solutions, ECDPM wants to generate relevant knowledge for multiple audiences by ensuring the effective integration of diverse voices, perspectives and experiences.
- To strengthen its commitment towards a better integration of diversity and inclusion into its policies that, amongst others, include work flexibility, career advancement, non-discrimination and equality.
- To be represented by a diverse and gender-balanced group of staff, notably at the level of senior management and in our Board, and supported by talent at the mid- and junior levels along the same objectives.
- To achieve a gender-balanced senior leadership and management.
- To achieve a stronger representation of senior leadership and management from non-European backgrounds, preferably from African backgrounds.
- To instill more conscious recruitment efforts to eliminate possible biases, supported by clear and transparent gender- and diversity-sensitive human resources processes and data gathering, notably on statistics for key figures (such as age, gender and ethnic background) and more granular data (for instance on diverse staff needs, expectations and cultural sensitivities).
- To widen the space for staff to openly discuss and exchange experiences with diversity and inclusion at ECDPM.

## Implementation

This Diversity and Inclusion Strategy should be seen as part and parcel of ECDPM's works as a think tank working with European, African and global actors, with the aim to support and partner with like-minded institutions and engaged societies.

This strategy will be implemented on the basis of a five-year action plan in which we identify short-, medium- and longer-term objectives. The plan will be developed by ECDPM's diversity and inclusion working group, and adopted by the management team. There will be regular contact between the working group and the gender task force, to ensure the alignment of objectives and actions.

Regular reporting on the status of the implementation of the action plan will be ensured, with a minimum of four updates per year to the management team.