

Diversity,
Equity, & Inclusion
at IYF

2021 PROGRESS REPORT



DEI AT IYF

In addition to the very real, necessary work of promoting gender and social inclusion in our programs, we at IYF know that meaningful, long-lasting change requires looking inward, too. We're committed to advancing social inclusion ideals and goals within our organization and our operations. To drive continual progress externally and internally, we have established a *Diversity, Equity, & Inclusion (DEI) Council*.

To take stock of progress during 2021, IYF's DEI Council assessed progress on four pillars: *People & Culture, Programs, Education, and Communications*. Additionally, the Council created a US-specific roadmap, known as *#4ToSoar*, to combat racism in our US operations. Below are the Council's 2021 findings and recommendations for 2022.



PEOPLE & CULTURE

The People & Culture pillar supports the development and implementation of policies and practices to promote increased diversity and inclusion among staff by elevating and celebrating *diverse voices, backgrounds, perspectives, and experiences.*

PROGRESS

3

young interns participated in a **new internship program** for students who identify as **BIPOC** and/or as members of other **historically-marginalized** groups. One intern stayed on past the internship period

57%

of **new hires** in our US office identified as **BIPOC**, with **25%** of those identifying as **Black**. (Targets were 50% and 25% respectively)

2

new **partnerships with HBCUs**—Stillman College and Howard University

1

updated recruitment policy requiring POC on interview panels and posting to diverse recruitment sites

6

cultural events held: Black History Month, Asian / Pacific Heritage Month, Juneteenth, Pride Month, Latinx Heritage Month, Halloween / Día de los Muertos

82%

of IYF staff said IYF is **committed to DEI**

CHALLENGES



We hoped to track the ratio of staff who identify as BIPOC in 2021 to create a baseline, but IYF does not have an HR system that allows employees to self-identify, so we had to track this manually, which was inefficient.



The majority of BIPOC talent was hired under BIPOC managers. All Black talent was hired under a Black manager.



Time is our largest resource gap. Without dedicated DEI staff, the work had to be done on top of already full workloads. While we accomplished much, in order to achieve our DEI objectives more resources need to be allocated.

PROGRAMS

The Programs pillar supports the design and implementation of inclusive programming and products, promotes adherence to the [Gender Equity and Social Inclusion](#) (GESI) policy guidelines, and engages staff with inclusive development expertise to ensure greater access and equity for historically excluded or disenfranchised youth populations.

PROGRESS

5

strategy performance indicators now **disaggregated by sex and age**

3

business development **proposals reviewed and revised** by IYF GESI experts

1

framework updated to promote **culturally responsive** content & **inclusive pedagogies** in IYF materials.

1

project design toolkit updated to ensure projects pursue **equity in outcomes** for all groups

1

MERL policy amended to include **GESI requirements**

CHALLENGES



New staff received orientations to the GESI function at IYF and the GESI Policy, but we did not deliver any formal training.



We were overambitious with the workplan, in light of existing workloads.



Some milestones were dependent on other organizational tasks, and timing, roles, and responsibilities were not always clear.



We were not able to integrate a tool to assess gender-sensitivity in proposals and projects. BD process alignment, and determining how to document other types of inclusion integration (e.g. youth with disabilities) has yet to be solved.

EDUCATION

The Education pillar supports cultural competency, antiracism, equity, and inclusion within the organization. Pillar co-leads spearhead a team to help identify training and learning opportunities to cultivate DEI-centered skills and techniques for maintaining an inclusive workplace.

PROGRESS

2

staff trainings offered, in **cultural competency** and **microinequities***

25

partners from **US community-based organizations** participated in trainings

24%

of IYF staff participated in the **cultural competency** training

80%

of IYF staff attended the **microinequities** training

CHALLENGES



One of the trainings fell short of our expectations in terms of engagement and content. It is crucial to thoroughly vet—and if possible to experience—a training beforehand.



There remains a great need to create / curate guiding resources for inclusive language in all IYF languages.

**DEI trainings were made possible in part by a generous gift from IYF partner, Rodan + Fields.*

COMMUNICATIONS

With support from all staff, the Communications pillar co-leads work with IYF's Marketing and Communications team to communicate IYF's work and thought leadership with increased consideration and use of language and focus on diversity and inclusion.

PROGRESS

2

internal DEI **newsletters** sent to staff

9

cultural days and/or months promoted on IYF's social media channels

8%

of IYF posts were written by, or included the **voices of, non-US-based IYF staff**

32%

of IYF posts included the **voices of historically-marginalized** people

33%

of IYF posts featured **DEI-related topics**

CHALLENGES



Gathering content for internal DEI newsletters was an extra burden for already overloaded staff.



Voices from—and posts about—the LGBTQ+ community and PwDs are low.



Voices from locations other than the US is low.



While the amount of content written by or featuring the voices of country staff is higher than in previous years, it is still lower than we would like, particularly as IYF drives towards greater localization.

LOOKING AHEAD

While we made solid progress in 2021, the DEI Council accepts that there is much to learn—and much to do—to reach our goals and to realize our full potential for the most meaningful DEI impacts and progress. Below are several recommendations the Council made based on analysis of 2021 progress.

- Allocate more resources—time and personnel—to adequately support the demands of the DEI workload.
 - Implement a system that allows staff to self-identify to aid in tracking recruitment and turnover.
 - Provide GESI orientation sessions for all new staff, followed with quarterly learning workshops.
 - Improve DEI linkages with other teams across the organization.
 - Utilize “GESI champions” to participate in communities of practice, curate resources, and connect teams to resources.
- Use 2021 benchmarks to create blog and social media goals, including:
 - » Increased number of posts from young people identifying as LGBTQ and/or PwD.
 - » Increased number of posts by staff outside the U.S. office.
 - Create/curate guiding resources for inclusive language in all IYF messaging and materials.
 - Build in time and resources for DEI staff to experience staff trainings ahead of time.
 - Ensure our approaches to DEI focus on the plurality and intersectionality of all social factors contributing to oppression, including: race, gender identity, ethnicity, socioeconomic status, sexual orientation, disability.
 - Identify diversity targets for the Senior Leadership Team as a way to increase the hiring and retention of diverse staff.





Ensuring everyone has a seat at the table benefits *all*.

—LUIS QUIÑONES, DEI COUNCIL FOUNDER

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