
ADDRESSING EQUITY, DIVERSITY, AND INCLUSION IN INTERNATIONAL NGOS

The #metoo movement and recent revelations of unethical behaviour by Oxfam staff have rocked the development world. While shocking, they are sadly not surprising to many of us working in international development. Abuse of power in many forms is more common than many of us working in the sector would like to think.

Organizations have a duty to provide a safe, respectful, and inclusive working environment. We try, but power abuses, discrimination, and harassment do happen. Despite our best efforts, safeguarding and whistleblowing policies are not effective at unearthing repeated and systemic issues relating to equity, diversity, and inclusion. Staff don't trust these systems or fear repercussions if they report problems.

Keystone Accountability offers a confidential, independently operated survey that enables organizations to see where such issues are occurring. Without this information these issues are almost impossible to address.

Our survey provides data on the perceptions and experiences of your colleagues as well as highlights their suggestions for improvements in your working culture. Disaggregation of the results allows you to understand which groups feel most vulnerable, when particular issues are most likely to arise, and where people feel safe, valued and productive.

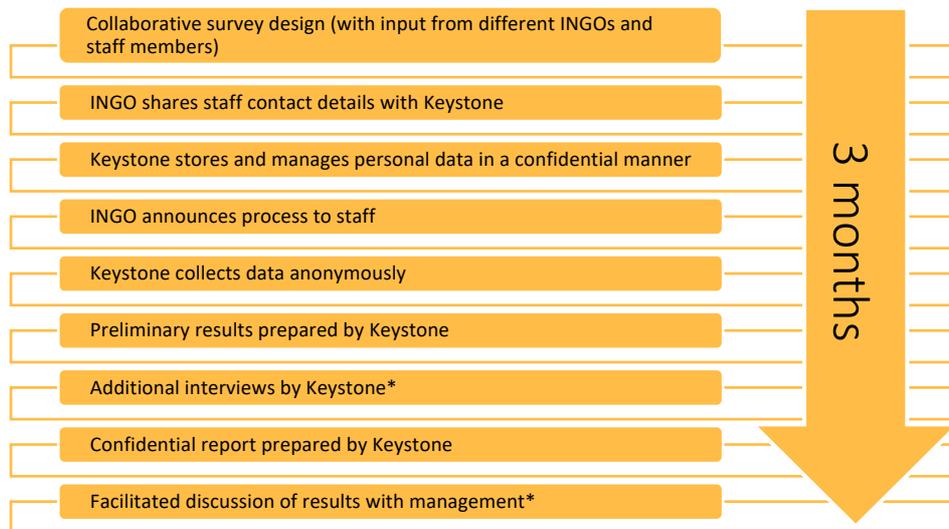
SURVEY CHARACTERISTICS

- Independently operated by Keystone
- Completely anonymous, only aggregated results presented
- Confidential results
- Results disaggregated by gender, race, sexual orientation, people with disabilities, age, role and country office
- Administered online
- Administered to all staff and volunteers
- Multiple languages
- Possibility of benchmarks to other INGOs

ISSUES COVERED BY THE SURVEY

- **Equity:** Are staff from different groups or locations being treated equitably in the organisation? Are there equal opportunities in the workplace?
- **Diversity:** Do staff feel that there is enough diversity in the organisation? Is diversity valued?
- **Inclusion:** Do people from different groups feel that their voices are heard in the organisation? Do they feel they participate meaningfully in decision-making processes?
- **Safeguarding:** Have staff experienced or witnessed sexism, racism, bullying, or other forms of discrimination and harassment in the course of their work? Do they trust the existing safeguarding and whistleblowing policies and procedures?

PROCESS



*Optional

ESTIMATED COSTS:

Standard survey: £15,000

In-depth confidential interviews: £3,000/10 interviews

Additional facilitated discussion of results with management: £1,500 (not including travel)

Standard version includes English, French and Spanish. Other languages at additional cost.

Other optional features at additional cost: communication materials for sharing results with staff, communication materials for sharing results with board/trustees, additional data segmentation.

Interested?

If you would like to sign up as part of the first cohort of INGOs to apply the Equity, Diversity, and Inclusion survey, please contact Natalia Kiryttopoulou – natalia@keystoneaccountability.org

Keystone Accountability has been conducting Keystone Performance Surveys – independent benchmarked surveys for INGOs, networks, social investors and grantmakers – since 2010. We have surveyed thousands of people for more than 125 organizations.

“Keystone’s surveys have provided us with invaluable information about the quality of our partnerships in development. It is something that all development organisations should pay close attention to.”- Bruce Lawson-McDowall, DFID Zambia

“Having data, rather than anecdotes, helped everyone in Oxfam acknowledge that we needed to do better.”- Makarand Sahasrabudde, Program Quality Lead, Oxfam International

“It was a new and provocative experience for many people in the organization. It has provided much food for thought about what we can do better to develop more equitable, respectful and mutually accountable relationships.” - Louisa Gosling, WaterAid’s Quality Programs Manager