

CIFOR and ICRAF

Gender, Diversity and Inclusion (GD&I) in the Workplace Policy

Effective date 1 January 2021



CIFOR and ICRAF HR Policy Guideline

Internal document for limited circulation

Document Control

Director, Corporate Services will be responsible for the periodic review of this document.

Document Responsibility

Title	Gender, Diversity and Inclusion (GD&I) in the Workplace Policy
Directorate	Director General
Unit	Human Resources
Manager	Team Leader, Human Resources, CIFOR and Head of Human Resources, ICRAF
Applicable to	All staff

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1.0	Integrated Leadership Team	1 January 2021	New Guideline

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Gender, Diversity and Inclusion (GD&I) in the Workplace Policy

Policy Statement:

CIFOR and ICRAF recognise that a diverse workforce is key to the achievement of its strategic goals and objectives, believing in a rich diversity to increase research and management excellence. In all processes, CIFOR and ICRAF aim at preventing and eliminating discriminatory behaviours, policies or practices within CIFOR and ICRAF that may intentionally or unintentionally prevent, inhibit or undermine (on discriminatory grounds), the full and equal participation of all who wish to contribute to the mission of the organisation.

The purpose of this policy is to:

- i. Facilitate an inclusive work environment that embraces all that makes CIFOR and ICRAF unique and recognizes the benefits borne of this differentiation.
- ii. Preserve the rich diversity within CIFOR and ICRAF that includes nationality, language, race, ethnicity, gender, age, location, sexual orientation, personality, disability, family status or responsibilities, religion or belief, social class or any other areas of potential difference.
- iii. Provide direction in favourably positioning CIFOR and ICRAF to attract, retain and motivate a diverse and well skilled pool of talent.
- iv. Foster a culture that reflects CIFOR and ICRAF's Core Values of Professionalism, Innovation, Impact and Creative thinking, Mutual respect, inclusiveness and collaboration and Commitment to environmental sustainability and social equity.

Benefits:

CIFOR and ICRAF recognise the following as potential benefits of a highly diverse and inclusive workplace:

- i. Increased creativity, innovation and a consistently high level of productivity driven by the high quality and diverse workforce.
- ii. Improved morale and staff engagement.
- iii. Improved ability to recruit and retain high quality staff members from a wide variety of backgrounds, skills, outlooks on life and experiences.
- iv. Improved and supportive organization culture as a result of reduced discriminatory behaviors and conduct in the workplace.
- v. Improved relationships and communication with stakeholders (local governments, donors, NGOs, partner organizations, etc.).

Expression of Commitment:

Equity – CIFOR and ICRAF are committed to equity among its diverse workforce. Equity shall mean that all staff members, third parties, suppliers, contractors and other stakeholders receive fair treatment, that there is a transparency to cause and effect, and that consequences and rewards are clear. Equity will be expressed through unbiased access to opportunities.

Gender Parity – CIFOR and ICRAF shall take gender parity as the process of allocating resources, research programs, and decision making fairly to both males and females without any discrimination on the basis of gender and addressing any imbalances in the benefits.

Diversity – CIFOR and ICRAF shall take diversity as acknowledging the differences between staff members coming from a wide range of backgrounds, disciplines and experiences each bringing their own perspectives. This embodies the principle of fair treatment for all whilst understanding and respecting differences.

Inclusion – CIFOR and ICRAF shall take inclusion as a work environment where individuals are treated with dignity and respect, where the talents and skills of different groups are valued, enabling all individuals to contribute fully towards CIFOR and ICRAF's success. No staff or partner may be barred from contributing to any piece of work undertaken by CIFOR and ICRAF due to their differences.

The above commitments will find their articulation in all relevant aspects of the organisation, structure, process, communication and delivery of CIFOR and ICRAF's mission and mandate.

CIFOR-ICRAF

The Center for International Forestry Research (CIFOR) and World Agroforestry (ICRAF) envision a more equitable world where trees in all landscapes, from drylands to the humid tropics, enhance the environment and well-being for all. CIFOR-ICRAF are CGIAR Research Centers.

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