

Diversity, Equity, and Inclusion: Statement of Organizational Commitments

June 8, 2021

Diversity, equity, and inclusion (DEI) is fundamental to our mission and our vision of a world where every person has the right to make decisions about their reproductive health and life and has equitable access to the full range of reproductive health care services and information. We recognize in our work and in our workplace that individual experience is based on multiple and intersecting identities, including but not limited to age, citizenship, class, color, culture, education, ethnicity, family status, gender identity and expression, health status or disability, income, language, national origin, partnership status, pregnancy status, race, religion, sex, and sexual orientation.

OUR WORKPLACE

We embrace these differences as an intrinsic and critical strength of our work culture, and seek to:

- › Attract, develop, and retain a workforce that embodies diversity and DEI competency
- › Foster a work environment that recognizes the inherent value of each individual and their capacity to contribute
- › Identify and dismantle structural inequities and implicit bias across the broad spectrum of intersecting identities
- › Confront discriminatory practices and behaviors and provide accessible and constructive mechanisms for their redress
- › Understand and consider contextual differences within our own workplace, our constituencies, the communities with which we partner and collaborate, and the countries in which we operate
- › Provide equitable and fair opportunities in

hiring, allocation of work, compensation, and advancement by adopting processes and standards that are transparent, well defined, and free of bias

- › Promote a culture of mutual respect, belonging, and engagement through, among other things, individual and group behaviors fostered by trainings, programming, and employee resource groups, and modeled by our senior leadership
- › Hold ourselves accountable by annually measuring our performance against our DEI commitments and reporting on our progress

OUR PROGRAM WORK

Our DEI commitments, grounded in our human rights advocacy, are reflected in our program work and collaborations with our partners. We are cognizant that structural and systemic racism and colonialism are part of the history and dynamics of the sector in which we work and have resulted in inequities in healthcare and legal systems around the

Implementation of Our DEI Commitments in Our Workplace: For Your Information

world, including with respect to reproductive health and rights. We use as a lens for evaluating and prioritizing our work the impact it will have on addressing embedded structural racism and colonialism and remediating the resulting burdens and inequities.

We use the power of law to ensure reproductive autonomy and equitable and non-discriminatory access to reproductive health services,

including prenatal and obstetric care, contraception, abortion, and assisted reproduction. Our core organizational goals include establishing, defending, and enforcing, as a fundamental human right, that all people are guaranteed equal dignity and autonomy to make informed choices about their reproductive health and lives.

We are focusing our DEI work in the following areas: staff recruitment, development and retention; compensation, performance management, education on disrupting bias and on cultural competency; and inclusive policies and procedures. Our DEI commitments extend to all communities and also recognize the particular harms of anti-Black racism and colonialism. We expect that addressing these harms will be a significant continuing focus of our DEI implementation plan.

OUR RECENT DEI WORK

Since December 2019, our work to advance DEI has included the following. The work is a collaborative effort across the organization from staff at all levels, regions and departments:

- > Established a **Board DEI Task Force** to support the Board in fulfilling its corporate governance role with respect to DEI and to ensure annual Board DEI training.
 - > Board undertook half-day implicit bias training (2021).
 - > Board updated its DEI Statement and adopted a DEI Statement of Organizational Commitments.
- > Established a **DEI Staff Taskforce** as a staff resource,

advisory body to Center leadership, and a working group to develop initiatives.

- > The Taskforce has 16 members reflecting a cross section of Center staff, including region, department, level, tenure and key demographic diversity (race, ethnicity, nationality, gender, gender identity, sexual orientation, religion, ability, and age).
- > It is balanced between staff based within and outside the U.S.
- > Refreshed our anti-discrimination **policies and procedures** and provided Center-wide training on them.
- > Published on our website in

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December 2020 our first **CRR Diversity Report** on our staff and Board demographics on race and ethnicity with a commitment to update annually.

- Established **Global Inclusion** as a core value, identified specific behaviors to support it, and will incorporate advancing DEI as a competency in annual performance reviews.
- Initiated **education programs and materials** to build staff and Board DEI competencies.
 - **DEI Intranet Hub Site:** All staff can access this site that has learning resources, updates from the Staff DEI Task Force and a suggestion box.
 - **Anti-Black Racism Training:** Following five-week preassessment, all staff had four sessions of anti-Black racism training on understanding and disrupting bias and microaggressions in the workplace. Staff of color were offered an additional session on navigating and managing microaggressions. The Executive Team had additional training on identifying and disrupting anti-Black racism at the organizational level and developing DEI plans.
 - **Global Training:** Began work with a South African-based DEI firm on assessment and training to increase our capacity to understand and address how global inequities manifest in our workplace.
 - **eCornell certification in Diversity and Inclusion:** All Executive Team members

are completing an 8-week on-line certification course on diversity and inclusion.

- Centered equity and non-discrimination in our five-year strategic planning process to ensure that these values were fully reflected in our program objectives.

PATHWAYS TO DIVERSITY, EQUITY AND INCLUSION: OUR STRATEGIC PLAN OBJECTIVE AND PRIORITIES

In our 2022-2026 Strategic Plan, we have established the following priorities to support our objective of being a workplace that embraces diversity, promotes equity, and enables inclusion at all levels:

- Collect data (race, ethnicity, nationality, ability, gender identity and sexual orientation; disaggregated by region) for our people to identify gaps (global and regional), inform strategies to increase diversity, and to promote organizational equity.
- Evolve Center's recruitment process – including deliberate outreach and equitable recruitment – to identify, attract and recruit diverse candidates with differing perspectives and expertise.
- Develop and retain staff of diverse backgrounds through employee resource groups and employee development plans that include advancement opportunities, mentorship, and sponsorship.

- Support an inclusive workplace culture through a continuous DEI learning agenda that promotes global diversity, inclusion, and belonging and disrupts unconscious bias, microaggressions and discrimination.
- Ensure our policies and practices are developed, implemented, and audited for equity and inclusion.