

DIVERSITY, EQUITY, AND INCLUSION

IFC employs over 4,200 people, who represent over 150 nationalities and speak more than 50 languages. This makes it essential to create a culture that recognizes, values, and harnesses what makes every individual unique. Diversity, Equity and Inclusion (DEI) is a strategic priority and a critical element of IFC's employee value proposition.

FY22 marked the first full year of dedicated DEI program management at IFC. We took major steps on our DEI journey, focusing on building inclusive leadership and strengthening accountability toward the achievement of our DEI objectives. We expanded the DEI team, enhancing our project management, data analytics, learning, and communication capabilities. We also refreshed our DEI Council to include representation from all of IFC's regions of operations. This Council promotes initiatives and advises IFC's management team on how to meet diversity goals and foster a diverse, equitable, and inclusive environment.

Our DEI efforts focus on three strategic priority areas:

1. Inclusive Leadership *skills enable IFC's managers to lead diverse and equitable teams.*

In FY22, IFC continued with the third cohort of its sponsorship and the second cohort of its reverse mentoring programs, involving over 70 staff who have demonstrated leadership potential, serving as mentees, advisees, sponsors, or mentors. These programs assist in building a pipeline of leaders with inclusive leadership capabilities.

IFC also introduced an inclusive leadership learning program for over 700 managers which includes training on how to address unconscious bias in performance management conversations.

One of the ways we measure inclusive leadership is through IFC's Inclusion Index, which we derive from our Employee Engagement Survey (EES). At 63 percent, our overall Inclusion Index has remained steady since 2019 and has increased by three percentage points since 2016.

2. Performance Management Culture *creates accountability as we move toward our DEI goals.*

We use a data-driven approach to define, measure, and report on our DEI program. This year, IFC released its first [DEI public disclosure document](#) to demonstrate our progress.

Our ongoing iCount initiative, which achieved a completion rate of 61 percent, up from 49 percent one year ago, encourages staff's voluntary self-identification in terms of nationality; race and ethnicity; sexual orientation and gender identity; and disability status. By providing management with a more accurate picture of the organization and a better understanding of how staff experience promotions and progressions, mobility, compensation, and performance management, this data is helping to build a culture of accountability.

3. Gender Equality *ensures equity for women with respect to career advancement and development.*

In FY22, IFC increased the share of senior professionals who identify as female to 45 percent. IFC also earned the [second level certification of EDGE](#) (Economic Dividends for Gender Equality) following an independent audit on gender balance, gender pay equity, policies and practices for equitable career flows, and inclusive workplace culture. Our action plan for the next certification cycle focuses on continuing to ensure equal pay for equal work, awareness training on gender biases, introducing gender equality objectives into performance evaluation plans for managers, and encouraging men to take full parental leave.

Employee Resource Group Initiatives

Volunteer staff members lead our four Employee Resource Groups (ERGs), which foster an inclusive culture, cultivate support networks, expand knowledge sharing, and increase a sense of belonging across the organization. ERG co-leads are part of the DEI Council and help advance IFC's DEI goals through diverse perspectives.

Beyond our ERGs, IFC participates in the WBG Disability Advocacy and Resource Employee Group (DARE) to further build a space for staff members with disabilities and advocate for the interests of this community.

IFC GLOBE

A network for lesbian, gay, bisexual, and transgender (LGBT+) staff

This year, the network held its first elections for co-leads and board members, executed an organization-wide campaign to celebrate LGBT+ allyship in the workplace, and launched the Out & Proud awards for LGBT+ role models.

Millennial Resource Group+

A group for Millennials and others to support generational diversity and inclusion

In FY22, the group launched a chapter in Asia, complementing similar efforts in Africa and headquarters. It also held a series of events on topics ranging from women's rights to DEI.

Women's Network

A network fostering the recruitment, development, and retention of diverse talent

The network held a townhall with IFC's Managing Director Makhtar Diop and offered a series of workshops and events throughout the year focused on female leadership, work-life balance, and career narrative.

African Descent Alliance

A staff community focused on providing equal opportunity and leveraging talents, ideas, skills, and experience of professionals of African descent

During Black History Month, the group supported an interactive session on IFC's African American Talent Outreach. In addition, the network hosted a reception to honor Juneteenth featuring a black-owned business and providing the opportunity to learn about the history of this newly acknowledged federal holiday.