



# 2020 EQUITY STRATEGY ACHIEVEMENTS

## LEADERSHIP

- Our Board confirmed its commitment to diversity and equity through adoption of the Board Equity Commitment.
- We created a CEO Advisory Council to ensure formal and regular access to our CEO by all levels of the organization.
- We released a statement supporting the Movement for Black Lives (May 2020) and since have brought equity and social justice to the fore of all we do.

## INTERNAL & HR

- We rolled out a new Total Rewards Policy including a revised Salary & Pay policy based on an equitable and fair compensation approach.
- We committed to the Show the Salary pledge; consequently, our grading structure and Salary & Pay Policy are publicly available to all.
- We adopted equity principles and created an Equity Steering Group to coordinate equity work across Humentum.
- We adopted a safeguarding policy and require safeguarding training for all staff.

## MEMBERSHIP & CONVENINGS

- We successfully used digital conference convening platforms to run OpEx Africa and OpEx365, increasing our geographical reach and accessibility
- Humentum staff ran and/or participated in multiple DEI-oriented convening events, including: a webinar with consultant Sharbari Dey, a WILD Forum panel, HR roundtables on equitable compensation, and general roundtable topical discussions designed to create and facilitate safe space to encourage and nurture DEI-related discussion.
- Our team created a DEI consultant list, compiled by members via Google Docs, and shared it through Connect and in roundtables.
- From June 17-23, 2020 Humentum held a spot poll designed to gain insight into diversity representation within global development organizations. 40 mostly medium and large-sized organizations participated.
- We launched discount offerings for safeguarding diagnostic member training.

## GLOBAL PROJECTS

- The IFR4NPO project adopted a strong approach to inclusion, proactively creating diversity in the recruitment of its Global Steering Group and Practitioner Advisory Group and over 20 Country Champions from around the world.
- Working with support from a group of major foundations, Humentum is leading a ground-breaking research project which will gather quantitative and qualitative evidence on the challenges that national civil society organizations face in obtaining full coverage of their costs from donors and how this impacts their financial health and effectiveness.

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## MARKETING & COMMUNICATIONS

- Our equity principles are defined and shared internally and externally, accessible on our website under the 'About Us' tab.
- We're working on a case study to share our salary structure and total rewards adjustment experience.
- Our first Humentum annual report is available on our website, newly emphasizing transparency about organization financials and strategy.
- We've confirmed 'equity' as its own strategic objective and theme that will connect all of our other work for the next six months in executive update newsletters and other communications objectives (SocialEx, our blog, etc.).
- Our three most recent SocialEx podcast episodes all explicitly explore the topics of equity and localization, a trend we are continuing into 2021.

## ADVOCACY

- We joined an international working group on safeguarding standards.
- We engaged OIG, the Ombudsman at US donor agencies (USAID/USDOS), on the practical implementation of localization objectives and impediments identified by Humentum member organizations.
- We worked on thought leadership, focusing our blogs and other work on DEI/racism in the sector and on UK aid cut decisions. We mobilized member engagement in feedback loops on donor localization and local capacity building policies.
- We drafted and submitted comments to OMB rulemaking on Uniform Guidance to include provisions and proposals that reduce barriers to local access to USG donor funds.
- We advocated with OMB, USAID, and USDOS to reduce barriers to funding by local/new partners (e.g., USAID New Partnerships Initiative (NPI)).
- In webinars and roundtables, we educated members on Executive Orders impacting their ability to use federal funds to train on DEI (EO 13950).

## LEARNING

- We created and ran HLS courses around equity and diversity.
- We actively explored and adopted new technology approaches to expand our accessibility to new and previously hard to reach audiences.
- We adopted 'greater accessibility' as a principle for our learning offerings and are working on expanding how we offer learning services and content to make them more accessible to more people, including but not limited to close captioning for our services and products.