

2021 AND 2022 EQUITY ACCOMPLISHMENTS



Humentum is dedicated to ensuring all of our work embodies our commitment to diversity, equity, and inclusion. In the past two years, we've done a lot toward this goal.

HUMENTUM LEADERSHIP

- [Humentum launched our Theory of Change](#) that centers on building and supporting a more equitable, resilient, and accountable sector
- Signed the [Show the Salary](#) pledge and now include our salary ranges in all posted positions
- Signed the [The Coalition for Racial and Ethnic Equity in Development \(CREED\) Racial and Ethnic Equity \(REE\) pledge](#) as an ally

ADVOCACY

- We hosted a year-long [webinar series on locally-led development](#) in 2022
- Across five webinars, registrants came from more than 100 countries
- Four related blog posts helped to disseminate locally-led development challenges and best practices
- Humentum has distributed our quarterly advocacy advisor newsletters to more than 10,000 people across 135 countries ensuring our community is more informed and has better access to funder, government, and advocacy information

COMMUNITY

- While continuing to offer all our convening options virtually to increase accessibility, we hosted more than 20 webinars related to DEI, power-shifting, and increasing access to resources across countries and to national nongovernmental organizations (NNGOs)
- Our webinars and roundtables engaged more than 7,800 unique registrants across 134 countries
- We regularly hosted three new monthly roundtables for NGO staff based in Kenya, Nigeria, and Uganda, and a fourth for organizations based in Africa broadly
- We have featured live subtitles on all our virtual events since the free tools became available in Zoom and Microsoft Teams. Our recordings include the option to view with captions as well
- We paired 80 people across 18 countries in our virtual mentorship program to create connections and help strengthen skills among our members

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CONSULTANCIES & PROJECTS

- The [Administrative Costs Research Project](#) produced a final report, [Breaking the Starvation Cycle](#), guiding the sector toward more equitable distribution of cost recovery, particularly supporting NGOs as they petition for full cost coverage. The project has also resulted in:
 - The development of additional tools and resources that will be launched to increase accessibility to Humentum expertise
 - A [webinar](#) that brought more than 420 registrants from 58 countries together to learn from peers about the shift to requesting and receiving full cost recovery
 - A [blog post](#) to help connect our community to the resources they need
- We partnered with Social Impact, IREX, and the WILD Network to publish the [Benchmarking Race, Inclusion, and Diversity in Global Engagement \(BRIDGE\) survey](#) to baseline DEI at the organizational level for US-based organizations in the international development and humanitarian sector
- We continue to host the [International Financial Report for Non-Profit Organizations \(IFR4NPO\)](#) initiative to develop an accounting standard for the sector. It has gained more than 10,000 followers from 160 countries
 - In collaboration with our partner, CIPFA, the first 'Exposure Draft' is on track for release on 21 November 2022.
 - Since the project's inception in 2019, we have hosted over 56 stakeholder meetings and events with over 6,100 registrants from at least 98 countries
- The [Transforming INGO Models for Equity for Sexual and Reproductive Health and Rights \(TIME for SRHR\)](#) initiative aims to analyze the roles of international nongovernmental organizations (INGOs) in the global development ecosystem, including how adaptations to current organizational structure can create future operating models that best support the principles of equity and justice and advancing global health

LEARNING

- Demand for self-paced eLearning courses on DEI-related topics doubled from previous years
- We reached 174 countries with our [Humentum Learning Services](#) platform and more than 115 with our open workshops
- Carried out more than 50 open workshops in French, Portuguese, and Spanish

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MARKETING

- Humentum launched [10 podcast episodes](#) related to shifting the power, locally led development, and leading the NGOs of the future
- We published [25 blog posts](#) related to shifting the power for a more equitable sector
- We disseminated our [Total Rewards case study](#) to help other organizations understand our approach to more equitable and transparent compensation and benefits
- We promoted the first landscape study from the [Transforming INGO Models for Equity \(TIME\)](#), a collaboration-based initiative on how SRHR INGOs can reconsider how to contribute to equitable development, through webinars (in [English](#) and [French](#)), social media posts, and materials for the [2022 International Conference on Family Planning \(ICFP\)](#).

AT HUMENTUM

- We hosted a racial equity learning and discussion series with staff facilitated by consultants Healing Solidarity
- Since 2020, our leadership at the Director level has shifted to 50% BIPOC, with 40% based in non-US/UK/Europe locations. Membership of our Executive Team has remained static, with three White US/UK-based staff and one open executive team role
- We have been working to recruit, hire, and retain staff more diversely and have seen a shift from 17% to 43% of staff from non-US/UK/Europe locations
- Humentum developed and launched an equity metrics dashboard to track our progress across our DEI efforts
- Our CEO advisory board continued its work providing a variety of opinions on organization-wide initiatives; 11 people across six countries provided input into projects like our total rewards package, retreat planning, and annual performance review process