

IASC Deputies Group Compact on Diversity, Equity and Inclusion *Focused on Racial Equality and Equity*

Background, scope and purpose

The Inter-Agency Standing Committee (IASC) follows the universal principles of respect for and observance of human rights and fundamental freedoms for all, without distinction as to race, colour, sex, language, disability, religion, political or other opinion, national or social origin, property, birth or other status in line with the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights. IASC members have worked for decades on ensuring equal rights and eliminating discrimination. Over the past two years, they have doubled efforts to examine and address manifestations of racism and racial discrimination, particularly within their own organizations. The IASC Principals issued a statement outlining their commitment to ensure that human rights principles of equality and non-discrimination are fully realized within the IASC. The IASC developed an Anti-Racism and Racial Discrimination Action Plan and the Compilation of IASC Best Practices to Prevent and Address Racism and Racial Discrimination as a means to translate this commitment into action and exchange best practices.

This compact on diversity, equity and inclusion serves as an agreement among IASC Deputies to define their commitments to racial equality and equity. By signing this compact, the IASC Deputies agree that they and their organizations will do their utmost to implement the commitments outlined below.

The compact builds upon the IASC Principals' statement on racism and racial discrimination, complements the follow-up discussions by the IASC, and implements the decision of the IASC Deputies Group to "develop and endorse a compact capturing the commitment of the Deputies Group to address diversity, equity and inclusion."

The compact recognizes that the principles of diversity, equity and inclusion are a starting point and establishes the foundation for action to prevent and eliminate racism and racial discrimination within the IASC organizations. It is articulated around the four pillars of leadership, accountability, organizational culture and partnership. It also proposes key indicators to measure progress against the IASC commitments agreed upon in the compact.

The compact complements existing initiatives, such as the IASC Anti-Racism and Anti-Discrimination Action Plan and the Compilation of IASC Best Practices to Prevent and Address Racism and Racial Discrimination, as well as the internal efforts of the IASC members. The compact acknowledges that IASC members have varying experiences in dealing with racism and racial discrimination and are at different stages of progress in preventing and eliminating forms of racism and racial discrimination. Likewise, it is also understood that IASC members will follow different paths to meet the commitments articulated in this compact. By agreeing to this compact, IASC members also agree to collectively support and learn from each other throughout this journey.

Pillars and Commitments

Leadership

Understanding that leadership is required to define organizational culture and inspire an authentic, transparent and active commitment to diversity, equity and inclusion, IASC members agree to:

- Adopt and practice inclusive leadership behaviours and values.
- Champion diversity, equity and inclusion across leadership practices and institutional policies.

- Communicate and reaffirm their commitment to combatting all forms of discrimination affecting the workplace and their programming.
- Articulate what “zero tolerance” on racism and racial discrimination means and looks like in practice within their own organizations

Organizational culture

Conscious that organizational policies and practices set the tone for how institutions operate and engage with employees and the communities we serve, IASC members agree to:

- Create a culture of respect, inclusion and dialogue and enable a civic space where all colleagues feel safe to question and contribute to solutions.
- Inform and empower staff to speak out and report on issues that contradict their organizations' standards of conduct on racism and racial discrimination, and ensure that appropriate conditions are in place so that it is safe for staff to do so and be heard.
- Ensure that support services are available to people who experienced racism and racial discrimination, including culturally-appropriate trauma healing services.
- Facilitate educational initiatives and provide learning resources and tools in various formats and languages to tackle racism and racial discrimination and its various manifestations, including unconscious bias and micro-aggression.

Accountability

Acknowledging that the path towards greater equity and equality for all requires systemic transformation to establish and promote trust in our organizations for employees and the people we serve, IASC members agree to:

- Collect and analyze data relating to racial equity and equality within their institutions.
- Take stock of the progress of the IASC Action Plan on racism and racial discrimination and this compact as an annual IASC agenda topic and consider updates to the IASC compilation of best practices.
- Sufficiently resource diversity, equity and inclusion functions and initiatives.
- Ensure that there is zero tolerance to prohibited conduct related to racism and racial discrimination and internal justice systems are equipped to respond to such allegations. Provide channels for regular feedback and monitoring.
- Participate in and contribute to systemwide databases on allegations of racism and racial discrimination building upon Protection from Sexual Exploitation and Assault and Sexual Harassment systems and procedures.

Partnerships

Aware of the complexities involved in humanitarian work and the value added of the IASC platform, there is a need for greater dialogue and engagement within and beyond the IASC to leverage partnerships in pursuit of change. IASC members agree to leverage their individual and collective power to:

- Support and build local, regional and global partnerships at all levels, including within the IASC and with organizations representing the diversity of our societies.
- Use the IASC Deputies Group as a platform to collectively advocate for policy change focused on advancing racial equity.
- Continue to identify opportunities to collaborate and share information, experiences and best practices and adopt a common approach to addressing racial discrimination initiatives.
- Collaborate with all stakeholders, including affected people, to consider ways to integrate anti-racism, and anti-racial discrimination and/or unconscious bias into programming approaches and planning processes (to be adapted to context).

Benchmarks

Pillar	Benchmarks	YET TO COMMENCE	IN PROGRESS	ACHIEVED
Leadership	<ul style="list-style-type: none"> • In the last 12 months, have you communicated and reaffirmed your commitment to combatting racial discrimination ? • In the last 12 months, have you personally participated in any diversity, equity and inclusion related training such as: inclusive leadership, active bystander and allyship training, unconscious bias, anti-racism and racial equity ? • In the past 12 months, have you rolled out any initiative to enhance equity, diversity and inclusion? 			
Organizational Culture	<ul style="list-style-type: none"> • Does your organization currently offer training on racism and racial discrimination? • Does your organization provide support services for staff to safely express their concerns on racism and racial discrimination? • Does your organization have employee resource groups or dialogue sessions (webinars, discussions, town hall meetings) specifically to address and contribute to issues of racism and racial discrimination? Does your organization support employee resource groups? • Have you consulted with employees on issues concerning racism and racial discrimination in your workplace during the last 12 months, such as through all staff surveys which are made available to all staff? 			

<p>Accountability</p>	<ul style="list-style-type: none"> • Does your organization have a formal policy and/or strategy in place on combatting racism and racial discrimination? • Have you implemented any of the actions contained in the IASC Anti-Racism & Anti-Discrimination Action Plan? • Does your organization currently collect racial equity data, e.g. personnel data on race and ethnicity via voluntary self-reporting? • Does your organization have one or more dedicated positions for diversity, equity and inclusion functions and initiatives? • Is racism and racial discrimination explicitly included in your codes of conduct as misconduct? • Does your organization collect and analyze information on allegations of racism and racial discrimination? • Have you adequately dealt with these allegations and reports of misconduct? 			
<p>Partnerships</p>	<ul style="list-style-type: none"> • Is your organization part of an interagency group or partner network focused on diversity, equity and inclusion? • In the last 12 months, have you contributed to the IASC Compilation of Best Practices to Prevent and Address Racism and Racial Discrimination? • In the last 12 months, what practical steps did you take to integrate anti-racism and unconscious bias in your engagement with affected populations and programming? • Do you have procedures to effectively address concerns and allegations of racism and racial discrimination relating to partners/partnerships your organization might have? • Are your partners aware of your procedures relating to racism and racial discrimination? 			

Signatories

1. Ms. Joyce Msuya, **Deputy Emergency Relief Coordinator**
2. Mr. Laurent Thomas, Deputy Director-General, **FAO**
3. Ms. Shahin Ashraf, Chair of ICVA, a.i. (Head, Global Advocacy, Islamic Relief Worldwide)
4. Ms. Mirela Shuteriqi, Director of Policy, **ICVA**
5. Mr. Julien Schopp, Vice President, Humanitarian Policy and Practice, **InterAction**
6. Ms. Ugochi Daniels, Deputy Director General for Operations, **IOM**
7. Mr. Nada Al-Nashif, Acting High Commissioner for Human Rights, **OHCHR**
8. Mr. Gareth Price Jones, Executive Secretary, **SCHR**
9. Mr. John Plastow, Acting Global Programs Director, **SCHR - Oxfam International**
10. Mr. Justin Byworth, Global Lead – Disaster Management, **SCHR-World Vision**
11. Ms. Asako Okai, Assistant Secretary-General, Assistant Administrator and Director for the Crisis Bureau, **UNDP**
12. Mr. Ib Petersen, Deputy Executive Director, **UNFPA**
13. Mr. Raf Tuts, Director, Global Solutions Division, **UN-Habitat**
14. Ms. Kelly Clements, Deputy High Commissioner, **UNHCR**
15. Mr. Omar Abdi, Deputy Executive Director, **UNICEF**
16. Ms. Valerie Guarnieri, Deputy Executive Director, Programme & Policy Development Department, **WFP**
17. Dr. Mike Ryan, Executive Director for Health Emergencies, **WHO**

Reference Guides

1. [IASC Principals Statement on Racism and Racial Discrimination](#)
2. [IASC Anti Racism & Anti-Discrimination Action Plan, June 2021](#)
3. [IASC Compilation of Best Practices to Prevent and Address Racism and Racial Discrimination, March 2021](#)
4. [UN Secretary-General's Strategic Action Plan on Addressing Racism and Promoting Dignity for All in the UN Secretariat](#)
5. [Secretary-General's Bulletin on Addressing discrimination, harassment, including sexual harassment, and abuse of authority](#)
6. [United to Respect Toolkit](#)
7. [InterAction DEI Compact: INGO Commitments toward Greater Diversity, Equity, and Inclusion](#)