

IRC UK BOARD PLAN ON DIVERSITY AND INCLUSION - 2021

As the IRC UK Board of Trustees, we are extremely proud of the work of the organization and IRC UK staff. We recognize that there is more that we can do to make our values a reality when it comes to being a diverse and inclusive organization and believe that this will help to strengthen the support we provide to clients. Recent events have shone a spotlight on racism and racial injustice in society, and we know that IRC UK must do better to become an anti-racist organization. **We, as the Board of Trustees, are committed to realising the goal to build the diversity and inclusivity of IRC UK.**

We endorse the approach that IRC UK's Management Team have taken in their Diversity and Inclusion Plan, and we support the inclusive approach that it takes to diversity, covering 10 different characteristics: the nine areas outlined in the Equality Act 2010 and people with refugee/asylum status in recognition of the organization's work to support people who are fleeing conflict and disaster, including the climate crisis. We also support IRC's goal of becoming a feminist organization. As the Board, we will work to hold the UK Executive Director and UK Management Team accountable for enacting commitments on this. But we also believe that we as a Board must set an example, and that becoming more representative of the people we support is a crucial part of living up to the responsibilities to good governance of IRC UK.

The IRC UK Board therefore commits to the following:

Board leadership on Diversity and Inclusion

- Nominate two Trustees (one female and one male Trustee) to be joint Diversity and Inclusion Champions. They will be responsible for oversight and support for IRC UK's progress on Diversity and Inclusion
- Diversity and Inclusion will be a standing agenda item for discussion at each full Board meeting. The Board will:
 - Receive a report on progress towards the UK Diversity and Inclusion Plan, and on wider IRC work on D&I
 - Ensure that annual reports describe D&I work at IRC UK, and the role of the Trustees in this
- The Champions will engage with staff on how Diversity and Inclusion actions are being taken forward at IRC UK
- The Champions will be part of a new People and Culture Committee of the Board

Board commitment to learning and unlearning

- Continue our commitment to upholding the IRC Way: Standards for Professional Conduct, which is signed by all Trustees, and will also be included as part of trustee induction
- All existing and new Trustees will participate in an annual race sensitisation and unconscious bias training
- All existing and new Trustees will participate in a session on the history of international aid and links to colonisation as part of induction

Board diversity

- All existing and new Trustees will provide their D&I data, and IRC UK will publish Trustee data on sex and race in our annual report

- Set targets and timeframes for increasing the diversity of the Board of Trustees, with a commitment to show progress in 2021 on the following areas:
 - Ensure that lived refugee experience is represented on the Board
 - Maintain gender balance on the Board
 - Increase racial diversity so that at least one third of positions are held by BAME Trustees
- Select new Trustees through a transparent and open public recruitment process, with a particular emphasis on:
 - Ensuring that recruitment targets particular skills which are needed on the Board, as identified by a Skills Audit
 - Involving representation from the UK Management Team in the recruitment process for new Trustees
 - Ensure that Trustee vacancies are advertised in online spaces likely to be utilised by a wide pool of potential candidates.