



Diversity & Inclusion in the World Bank Group

The diversity of our staff is a key component of the World Bank Group's comparative advantage – making it the best place to work in development.

World Bank Group Commitment

“If we aim to be the employer of choice in development and to offer staff a work environment that is characterized by openness, trust, respect, creativity, motivation and innovation, we must ensure that our institution is one where diversity and inclusion are embedded in all that we do.”

WBG staff make up:

GENERATIONS



from

COUNTRIES



with

MOTHER TONGUES



We not only reflect our client base, but our staff truly understand their development challenges. An inclusive environment enables us to leverage staff diversity to bring together different experiences and knowledge in service of innovative solutions for our clients.

What is the Diversity and Inclusion Office?

WBG Diversity & Inclusion (D&I) Office has a unique dual reporting line to the Office of the President and to the WBG Vice President of Human Resources. Through this structure, the D&I Office focuses its work in three areas:

Advocacy

*demonstrate leadership
and build partnerships*

Accountability

*set goals and
measure outcomes*

Inclusion

*embed D&I into talent processes
and enhance inclusive behaviors*

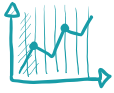
It plays a pivotal role in ensuring that the WBG maintains its commitment to creating a workplace where all staff:

- recognize the value of differences;
- appreciate the richness of backgrounds, perspectives & ideas;
- respect each other with the end objective of achieving business results.

The D&I Office provides a range of services and support to WBG staff, including mentoring; support to affinity networks and employee business resource groups; collaboration and coaching for D&I Advocates; and training and development to enhance inclusive behaviors on topics such as unconscious bias, micro-inequities, how to lead staff clubs for diversity and inclusion, and diversity of thought.



Ensuring WBG D&I Targets are on Track



The WBG and each Vice Presidential Unit (VPU) develop multi-year D&I compacts informed, in part, by the annual engagement survey. These compacts outline realistic stretch targets for increasing relevant staff diversity, while also emphasizing inclusiveness in the workplace.



VPU D&I Advocates are available to aid Vice Presidents.



Compacts are published on the D&I Website (<http://diversity>) and monitored quarterly by Senior Management.

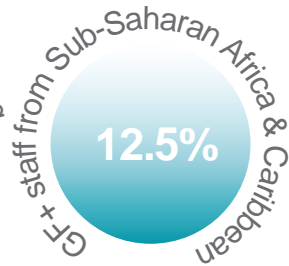
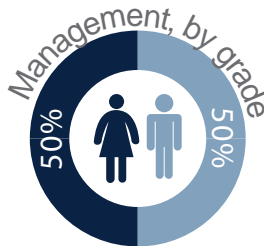
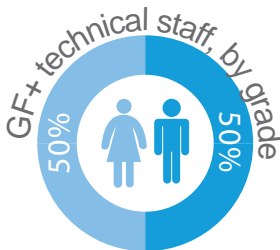


D&I targets are included in the VP Performance Objectives.

Inclusion is measured through related questions on the annual WBG engagement survey. Survey results reveal the overall D&I Index across the organization as well as results by VPU.

What are the D&I Target Indicators?

The WBG tracks indicators derived from diversity of current nationality and gender. Diversity targets include:



These indicators are tracked individually and also combined in diversity scorecards. They are available through the Business Intelligence Portal.

Diversity and Inclusion Partners

The D&I Office works with multiple stakeholders to create an inclusive, culturally competent and trusting environment that fosters open dialogue among its diverse staff.

Diversity and Inclusion Advocates

World Bank Group Council for Diversity and Inclusion (CDI)

CDI members include VPs from across the WBG, D&I Advocates and the Staff Association.

IFC Diversity and Inclusion Council

Comprised of IFC Vice Presidents and managers representing regions and the business, Employee Resource Groups and the WBG D&I Office.

HRD Centers of Expertise & Client Services



Executive Directors (EDs)

The D&I Office provides regular briefings to Board members and the Board's Human Resources Committee. In addition, the D&I Office works with individual ED offices on issues affecting their nationals, including recruitment, retention and cultural activities.

External Advisory Panel

Internationally recognized diversity champions from international organizations, academia, the public and private sectors and the media. The Panel advises the President and Senior Management on trends and best practices from across the globe.

Staff Clubs and Associations and Employee Business Resource Groups

Continuing to Advance the D&I Agenda

As the World Bank Groups seeks to improve the numbers of underrepresented groups, we are refining the definition of diversity to include:

- nationality at birth
- race/ethnicity
- multiple nationalities
- sexual orientation/gender identity

Staff may voluntarily self-identify in MyHR Self-Service (<http://myHRSS>).
The information is kept confidential and used for aggregate statistics only.



As part of the ongoing efforts to achieve gender equity, in January 2016, the World Bank Group became the first international finance institution to receive EDGE Gender Equality Certification.



In March 2017, the World Bank Group joined the UN Women's HeForShe movement, committing to close the gender gap in senior management by 2020; achieve gender parity in technical roles by 2022; achieve the second level of EDGE certification by 2020; and implement the action plan from the Global Gender-based Violence Task Force in WBG operations.

Looking for more information on WBG Diversity and Inclusion?



<http://diversity>
<https://spark.worldbank.org/groups/diversity-and-inclusion>



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