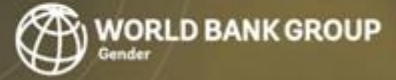




#AccelerateEquality



# FORMAL CONSULTATION ON THE PROPOSED 2024-2030 WORLD BANK GROUP GENDER STRATEGY

## Consultation with EDGE Certified Foundation

**October 25, 2023**

**Virtual discussion**

### OVERVIEW

On October 25, 2023, the International Finance Corporation (IFC) hosted a virtual roundtable discussion with [EDGE Certified Foundation](#) on the proposed World Bank Group Gender Strategy 2024-2030. The Foundation oversees the EDGE Certification, which sets the prominent standards for diversity, equity and inclusion (DE&I), focusing on gender and intersectional equity principles. The aim of the discussion was to engage with and learn from EDGE, to better understand opportunities and challenges for gender equality and empowerment, particularly within the context of the proposed strategy. Key takeaways are summarized below and will be used to inform the strategy.

### KEY THEMES AND FEEDBACK

- **Framing:** The group positively acknowledged the systemic nature of the proposed strategy, recognizing its alignment with themes that the World Bank Group is well equipped to address. They noted that the strategy's increased ambition is evident, and they appreciated the focus on finance and collective action as key drivers. The strategic approach, delivery mechanism, and objectives were deemed logical.
- **Political infrastructure:** Concerns were raised about potential backlash in certain parts of the world that could impede progress on gender equality within the private sector. Some companies expressed reluctance or concerns about working on gender or diversity and inclusion (D&I) due to pushback in specific countries (e.g., anti-affirmative action court decisions; environmental, social and governmental (ESG) backlash). Two proposed solutions to these challenges included: (i) positioning gender equality as a systemic solution and (ii) educating leaders on the language and vocabulary to use when discussing gender.
- **Intersectionality:** Examining gender intersectionality more closely was considered appropriate, recognizing the increasing complexity of different environments, and expressing enthusiasm for addressing this complexity.

- **Operationalization:** Participants felt that targets and milestones for the implementation of the strategy were missing in the draft, and recommended incorporating specific metrics to enhance the effectiveness of the strategy.