

DIVERSITY, EQUITY, AND INCLUSION

At IFC, we strive to build a diverse, equitable, and inclusive workplace that empowers and celebrates our staff as they deliver impactful results in private sector development. We remain committed to our strategic priorities of gender equality, data-driven accountability, and inclusive leadership.

Promoting diversity of thought starts with tracking workforce diversity data, which gives insight into our employees' wide range of backgrounds, skills, and experiences. As of June 30, 2023, IFC had over 4,300 employees, 54 percent of whom are women. Our staff represent more than 150 nationalities, work in over 100 countries, and speak more than 50 languages.

To achieve a more granular picture of our workforce representation, we rely on our ongoing iCount campaign. IFC's iCount initiative encourages staff to voluntarily self-identify in terms of nationality, race and ethnicity, sexual orientation and gender identity, and disability status. The iCount data we collect helps us understand with greater accuracy how IFC staff experience the workplace in terms of career progression and promotions, mobility, compensation, and performance management. We use this data to take targeted actions aimed at improving IFC's workplace experience.

In FY23, iCount data enabled us to view workforce diversity through different lenses: race and ethnicity, sexual orientation, and disability status.

ADVANCING OUR DEI STRATEGIC PRIORITIES

Our diversity enables us to think globally and act locally as we develop innovative and cross-cutting solutions to deliver on IFC's mission. Looking back on FY23, we are proud of advancing our three DEI strategic priorities, which reflect common needs across our organization's global footprint:

1. Inclusive Leadership *is our commitment to enable and set expectations for all staff in supervisory roles to lead by example and cultivate a value-based workplace culture that fosters inclusion and belonging.*

Through learning programs and training, we aim to model the use of inclusive communication to create a supportive work environment for LGBTQI+ colleagues and allies. In FY24, we look forward to launching additional modules that highlight the role of inclusive communication in recruitment and performance management processes.

2. Data-Driven Accountability, previously referred to as Performance Management Culture, *is our commitment to strengthen our accountability and public disclosure efforts as we expand our data-driven action beyond just gender.*

FY23 marked a milestone with the release of our first public [DEI annual report](#). We also expanded our workforce representation disclosure beyond nationality and gender to include race/ethnicity, sexual orientation, and disability status. In FY24, we plan to undertake more detailed analyses of race and ethnicity data to understand with greater accuracy how IFC staff experience the workplace in terms of career progression and promotions, mobility, compensation, and performance management.

3. Gender Equality *is our commitment to build on our gender equality progress to sustain equity for women's career development at IFC.*

In FY23, we continued to track the share of women in leadership positions. Our Gender Balance Index (GBI) score — a metric we use to promote, measure, and track gender distribution across our four grade groups — increased from 0.82 in FY18 to 0.87 in FY23.

For information on our staffing demographics and programs to create a more diverse, equitable, and inclusive work environment, visit www.ifc.org/en/about/diversity-equity-inclusion.