

Partos Innovation Hub

Learning for change



Kick-off

DEI Learning Trajectory

Facilitated by: Nina Guillerme (Diverse & Inclusive) & Gigi Ong-Alok (Partos).

1st of November 2022



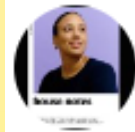


Co-creating an agenda for Diversity, Equity & Inclusion

What should be the role of Partos?



Co-creating an agenda for Diversity, Equity & Inclusion



Nani Jansen Reventlow (She/Her) • Aan het volgen

Founder, Systemic Justice

5 d •

How can we build an organisation that lives its values of anti-oppression, intersectionality, and justice as much internally as it seeks to do in its work with partners?

Co-creating an agenda for Diversity, Equity & Inclusion



Decolonisation of development

The French Colonies, Cover of a school notebook by Georges Rouquier, circa 1900



Decolonisation of development cooperation

Part 1 - Tracing the colonial roots of development cooperation: a brief history

This future brief – the first in a trilogy on the decolonisation of the development sector – takes a historical approach. We will uncover how the colonial project was intimately connected to the origins of development cooperation by tracing the interlinkages between colonialism and development. In doing so, this brief lays the historical foundations necessary to understand the present and move ahead towards a decolonised future.



Communication in development cooperation

Future Brief - Part 1 The history of communication by and about development cooperation

The document you have before you – the first in a trilogy – takes both a historical and cultural approach. We will demonstrate how communication by and about development cooperation and humanitarian aid is part and parcel of the unequal power relations established by colonialism and development. In doing so, this brief discusses the history and the current debate on humanitarian communication in order to understand the present and move ahead towards a future with more ethical, sensitive and inclusive communication.

Photo by Chris Hardy

Partos & Expertise Centre Humanitarian Communication



Image: Huss Wilson



Dream paper:
Shift the Power

Programme



- Lightning talk: Minjon Tholen
- Presentation of DEI Learning Trajectory
- Introduction to the 6 modules
- Next steps



⚡ Lightning Talk ⚡



Minjon Tholen

GLOBAL HEAD OF DEI - HUMAN RIGHTS WATCH

All about DEI

-

Why it is critical

-

What it offers

-

Where it is headed?



DEI Learning Trajectory – Road ahead 2022-2023



Spring 2023 – Fall 2023

Start Learning trajectory on DEI



1 November:
Kick-off: DEI Trajectory & registrations open



August – September 2022

Learning trajectory design



September - December 2022
Desk research, Baseline & DEI index study



June 2022

Inclusion Inventory





What?

A learning space about DEI in the development sector, aiming to support organization to integrate sustainable DEI strategies by 2025.

For whom?

DEI advocates and professionals working in NGO's (can rotate per organisation).

When?

- First block (3 modules) between **February and May 2023**
- Second block (3 modules) between **September and December 2023**

How?

- Online input sessions with inspirational speakers and professionals
- Facilitation of exchange platforms in subgroups.
- Co-created content: modules will be developed according to needs, input, tools and contacts.
- Active participation of the DEI Community of Practice.
- 1 day per module - registration



Module 1: Building DEI Strategies

Module 2: Diversity dimensions and intersectionality

Module 3: Institutional racism and white privilege

Module 4: Creating a DEI culture with communities and inclusive leaders

Module 5: Measuring and Monitoring DEI

Module 6: The Role of HR in DEI

Module 1: Building DEI strategies

Tushar Malik - Aidsfonds



[Presentation - Part 1](#)

[Presentation - Part 2](#)



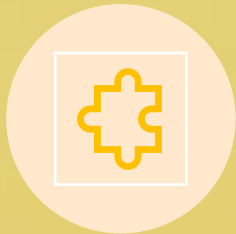
Module 1: Building DEI strategies



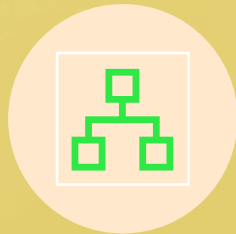
What will we learn?

- Being able to understand why DEI is important
- Understanding what a DEI strategy involves
- What first steps organizations can take, who is involved, and how to ensure accountability

What will we do?



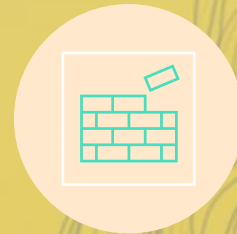
BUILDING A DEI STRATEGY
TAILORED TO YOUR
ORGANIZATION



ENGAGING COMMITMENT
FROM THE TOP AND ENSURING
BUY-IN



WORKING WITH A THEORY OF
CHANGE ON DEI



BUILDING A VISION, MISSION,
VALUES ALIGNED WITH YOUR
MULTI-ANNUAL STRATEGIES



DEFINING DEI KPIS TO INFORM
DECISION-MAKING

Module 2: Diversity dimensions and intersectionality



Lieke Scheewe

Dutch Coalition on Disability and Development

Different ways of looking at intersectionality:

- * What it means to have multiple marginalized identities
- * How different forms of exclusion are intertwined

"Nobody is free until everybody's free" - Fannie Lou Hamer

Important to note:

- * No universal access without attention to specific access for specific groups



Feminists Against Ableism (NL)

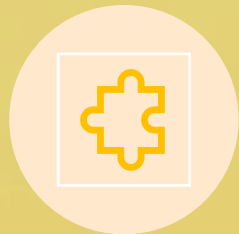
Module 2: Diversity dimensions and intersectionality



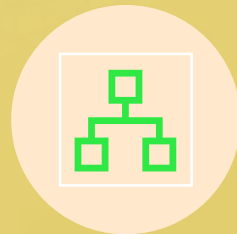
What will we learn?

- knowledge building and awareness raising about specific groups and their needs
- deconstructing our own stereotypes and biases,
- understanding how to apply an intersectional approach in practice.

What will we do?



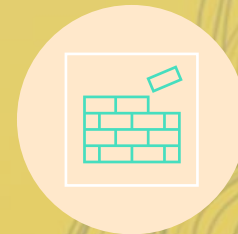
UNDERSTANDING DIVERSITY DIMENSIONS WITH EXPERTS: GENDER, RACE, LGBTQI+, DISABILITY/HEALTH STATUS/ NEURODIVERSITY, AGE



UNDERSTANDING KEY CONCEPTS AND TERMINOLOGIES



ADDRESSING STEREOTYPES AND BIASES IN OUR LANGUAGE, BEHAVIOURS AND APPROACHES



UNDERSTANDING THE IMPORTANCE OF APPLYING AN INTERSECTIONAL LENS TO DEI



DEFINING DEI STRATEGIES WHICH INTEGRATE DIFFERENT NEEDS AND CHALLENGES

Module 3: Institutional Racism and White Privilege

Chandreyi Guharay
Plan International

Racism doesn't just exist within aid. It's the structure the sector is built on
Themrise Khan

GLOBAL VIEWS | INCLUSIVE DEVELOPMENT

Opinion: International development has a race problem

By Angela Bruce-Raeburn // 17 May 2019

Racism in aid sector is a hangover of colonialism, says scathing report by MPs

Aid agency actions on racial justice 'inadequate', aid workers say

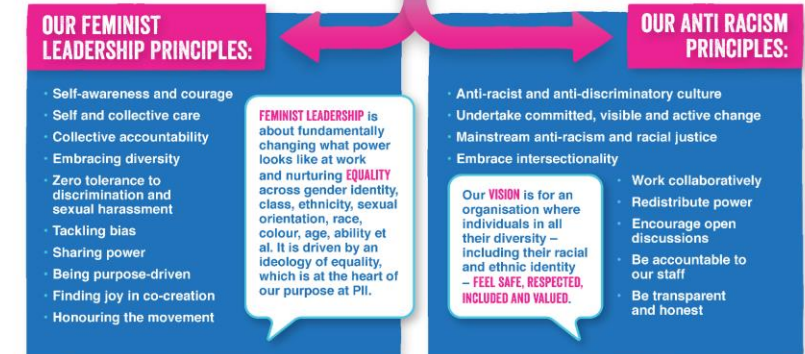
68% of people experienced or witnessed an incident of racism in their workplace between 2020 – 2021 (Bond Report: *Racism, Power & Truth: Experiences of People of Colour in Development, 2021*)

This module will help you to begin understanding the many ways in which (institutional) racism, white privilege and colonial practices affect our work and provide you with support and tools to identify and address them.

Plan International's Journey

We are committed to being an Anti-Racist organisation and a champion of Equity, Diversity and Inclusion

- **2019:** Feminist Leadership Principles
- **2021:** Launch of Anti-Racism Equity Vision and Principles and Anti-Racism and EDI Roadmap
- **October 2022:** Pledge for Change
- **Learning and Development for staff and partners:** Power, Privilege and Bias sessions, Anti-Racism sessions, Courageous Conversations: Race & Ethnicity Toolkit, Anti-Racism in Partnerships webinar series, Planting Equality (G&I) Action Learning Programme



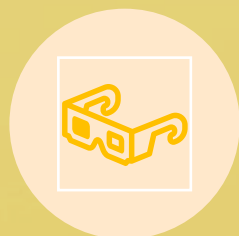
Module 3: Institutional Racism and White Privilege

What will we learn?

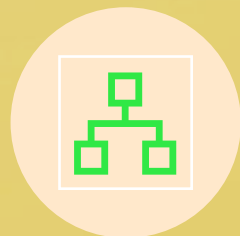
- Knowledge and awareness building around key concepts - e.g. racism, (neo)colonialism, bias, racial and/or ethnic discrimination and white privilege in the development and aid sector
- Critically question and challenge power dynamics that (re)produce inequalities, racism and oppression within our organizations
- Inspiration to devise and implement initiatives, tools and processes to address racism and shift power → racial justice and decolonisation



What will we do?



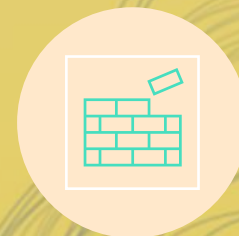
UNDERSTANDING IMPACTS OF COLONIALISM AND (UNEQUAL AND OFTEN EXTRACTIVE) RELATIONS BETWEEN THE 'GLOBAL NORTH' AND 'GLOBAL SOUTH'



ENGAGE IN BRAVE AND SAFE CONVERSATIONS AND POINT OUT WEAKNESSES AND OVERSIGHTS



BECOMING AWARE OF WHITE GAZE WITHIN ORGANIZATIONS: UNPACKING PRIVILEGES PROGRAM & WHITE HOMEWORK



TOOLS AND PROCESSES TO ADDRESS RACISM: STATEMENTS, REPRESENTATION, ANTI-DISCRIMINATION MECHANISMS, ADVOCACY AND COMMUNICATIONS, INTERNAL MOVEMENT BUILDING, LOVE, HEALING AND SOLIDARITY SPACES



WORKING ON SHIFTING POWER (PAVING THE ROAD TO BECOME ANTI-RACIST ORGANISATIONS)

Questions?



Module 1: DEI strategies

Nina Guillerme

Module 2: Diversity
& intersectionality

Lieke – DCDD

Module 3: Racism
& white privilege

Chandreyi – Plan
International

Module 4: Creating a DEI culture with communities and inclusive leaders

Gaia Zanaboni (she/her)

Women Engage for a Common Future
(WECF)

- Important to know the space you are in and that you are taking up
- Get uncomfortable!
- There is no safe space, intentional spaces are however important
- Community care
- Honesty, empathy



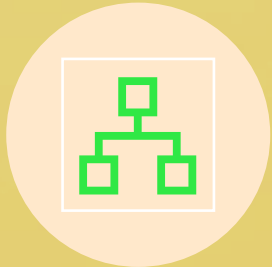
Module 4: Creating a DEI culture with communities and inclusive leaders



What will we learn?

- Having an understanding of the role of everyone's engagement in DEI strategies
- Defining legitimacy, mandate, and accountability
- Learning how to engage in constructive conversations between people at the forefront of DEI and leaders who want to do something but don't know how.

What will we do?



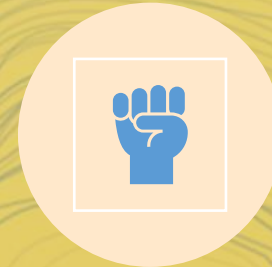
UNDERSTANDING THE REASONS FOR LACK OF COMMITMENT



MOVING FROM A CULTURE OF BLAME TO SUPPORT & ACCOUNTABILITY: FEEDBACK SYSTEMS FOR LEADERSHIP, VULNERABILITY, AND TRUST



FINDING STRATEGIES TO FACILITATE SAFE SPACES



ORGANIZATIONAL ACTIVISM CRASH COURSE

Module 5: Measuring and Monitoring DEI



Mariela Chyrikins
RNW Media



- Inclusive Transformation of the RNW Media:
 - team
 - product & learning experience
- Applying a data-informed lense to DEI

Module 5: Measuring and Monitoring DEI



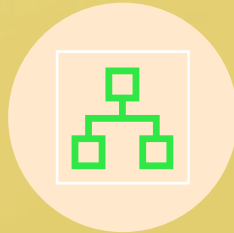
What will we learn?

- Why measure DEI? And what to do with it?
- Understanding the importance of measuring progress on DEI and its challenges
- Inventory of measurement tools, audits and assessments
- Learning about existing indexes and benchmarks

What will we do?



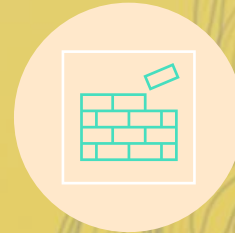
BUILDING OR ADAPTING EXISTING MEASUREMENT SYSTEMS (PMEL) AND TAKING INTO ACCOUNT COMPLIANCE RULES



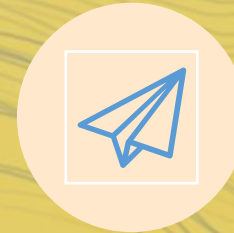
INTEGRATING DEI QUESTIONS IN EMPLOYEES SURVEYS AND OTHER FEEDBACK MECHANISMS



COMPARING & INTEGRATING DEI INDEXES. INVITING RACIAL EQUITY INDEX & EQUITY INDEX, DISABILITY MONITORING



HOW TO CONDUCT A BASELINE ASSESSMENT?



COMMUNICATING FINDINGS & DATA

Module 6: The role of HR in DEI



Florence Allard
Oxfam Novib



The crucial role of HR: an inclusive approach to attract and retain diverse candidates, and to ensure safety, wellbeing and growth with our people.

STRIJD VOOR GELIJKHEID



Green



Equal



Safe



Fair



Module 6: The role of HR in DEI



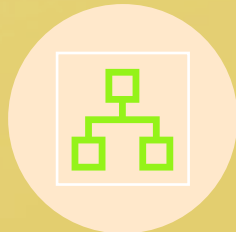
What will we learn?

- Adapting and creating inclusive HR practices, policies and practices beyond tokenism & quota
- Providing guidance and advice to HR professionals to attract, retain, and promote employees with diverse backgrounds
- Ensuring all employees' safety, wellbeing, and opportunity to growth

What will we do?



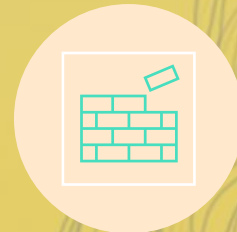
PROMOTING INCLUSIVE
RECRUITMENT, ONBOARDING,
RETAINMENT AND EXIT



ENGAGING IN CONVERSATIONS
AND POINT OUT BLIND SPOTS



SUPPORTING WELLBEING &
PERSONAL DEVELOPMENT



IMPROVING INCLUSIVE HR
POLICIES, PRACTICES AND
PROCESSES



FOCUSING ON INTEGRITY AND
ANTI-HARASSMENT POLICIES

Questions?



Module 4: Building Inclusive Cultures

Gaia - WECF

Module 5: Measuring & Monitoring DEI

Mariela – RNW Media

Module 6: The role of HR in DEI

Florence – Oxfam Novib

How to register ?



Register on the
[Partos Website](#)

Contact:
gigi@partos.nl &
Roxanne@partos.nl

Registrations are open from
1st November – 8th of
January