

# 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 priorities of gender equality, data-driven action, and inclusive leadership.

Promoting diversity starts with tracking workforce diversity data, which gives insight into our employees' wide range of backgrounds, skills, and experiences. As of June 30, 2024, IFC had nearly 4,500 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. WBG's iCount initiative encourages staff to voluntarily self-identify in terms of nationality, race and ethnicity, sexual orientation and gender identity, and disability status. In FY24, iCount data enabled us to view workforce diversity through different lenses: race and ethnicity, sexual orientation, generational diversity, 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.

## ADVANCING OUR DEI 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 FY24, 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 values-based workplace culture that fosters inclusion and belonging.

The goal of the Inclusive Communication Learning Program is to help staff use inclusive language to stand as allies to colleagues, build inclusive leadership capabilities, and create a sense of belonging for all at IFC. In FY24, we launched additional modules that highlight the role of inclusive communication in the recruitment and performance management processes. As of June 30, 2024, 40 percent of employees had completed at least one Inclusive Communication module. Across three modules covering inclusive communication in recruitment, performance management, and LGBTQI+ inclusion, 96 percent of staff who completed the modules indicated that they gained new insights on using inclusive communication to mitigate unconscious biases.

**2. Data-Driven Action (previously referred to as Data-Driven Accountability)** is our commitment to strengthening our accountability and public disclosure efforts as we expand our data metrics beyond gender.

Our data-driven approach enables us to create a culture of accountability through target setting and measuring progress toward achieving our DEI goals. In FY24, we continued to invest in evolving our IFC Dashboard

capabilities, allowing us to monitor regional nationality representation. The scenario tool within the Dashboard puts diversity data at managers' fingertips, supporting their respective departments' hiring goals — specifically for women in senior grade groups.

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

In FY24, we continued to track the proportion of women in leadership positions through our Gender Balance Index (GBI) score — a metric we use to promote, measure, and track gender distribution across our four grade groups. For FY24, the GBI target was set at 0.89. As of June 30, 2024, the GBI stood at 0.896 — an increase of 0.07 percentage points since FY19.

In FY24, we introduced women hiring goals for senior staff to accelerate progress toward achieving our GBI targets. We also further implemented our Gender Action Plan, including target areas such as making progress around gender pay equity, our parental leave analysis, and the effectiveness of our Inclusive Communication Learning Program. The Inclusive Communication modules help to increase staff awareness of potential gender biases, among other unconscious biases, thereby supporting IFC's efforts to achieve Economic Dividends for Gender Equality (EDGE) re-certification.

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](http://www.ifc.org/en/about/diversity-equity-inclusion).