

# INTRODUCING THE GAIN EQUITY, DIVERSITY AND INCLUSION TASK FORCE



September 2020

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Our vision at GAIN is a world free of malnutrition and in pursuing our goals, we know the following 3 things with certainty:

- That inequity and exclusion drive malnutrition;
- That malnutrition itself drives further inequalities;
- That addressing malnutrition require diverse perspectives and the inclusion of these perspectives in the decision-making process for the resulting solutions to be realistic, innovative, effective and sustainable.

It is incontrovertible that overcoming malnutrition in all its forms requires perspectives, relationships and resources from all corners of society coming together through powerful alliances.

As such, issues of diversity (where everyone is invited), inclusion (where everyone contributes) and equity (where results and benefits are distributed fairly) are intrinsically and instrumentally important for preventing and addressing malnutrition. We at GAIN are fully aware of this and seek to live this knowledge through our shared values.

If we do not create equal opportunities for our staff, if we do not find ways of listening to a wide range of voices and if we do not bring a wide range of realities and perspectives to the issues we work on, we risk creating sub-optimal nutrition solutions, and doing so in ways that make staff feel undervalued and disempowered.

As an organisation we feel we are doing reasonably well in some of the domains of equity, inclusion and diversity (for example, see our gender equity scores recently posted by Global Health 50/50). But because we want to be exemplars across all domains, we also recognise that we must and can do much better.

Spurred on by the recent injustices we have all witnessed around the world, we have set up a special task force to reinforce what we are doing well and identify any gaps that remain. The task force will do several things. It will benchmark GAIN's approach to diversity, equity and inclusion compared to other organisations, it will review GAIN's written policies as well as our everyday processes and practices, and it will listen and learn from staff through survey and focus group explorations designed to get a nuanced view of what it is like to work at GAIN and what we can do to make it more empowering for all.

The opportunity to participate in this task force was open to all GAIN staff and the 3 co-chairs selected members representing a diverse group of staff from different backgrounds throughout our organisation. We are incredibly pleased to have such a motivated team to take forward GAIN's work.

The task force, which is co-chaired by Mduduzi Mbuya, Farrah Naz and Lawrence Haddad, has already begun its work, and will report to the Strategic Management Team at GAIN. The findings and recommendations will then be shared with the GAIN Board in December 2020.

We don't know what we will find, but we are excited to share our findings, learnings and action plan both within GAIN and the wider community.

We value the visible and invisible qualities that make each of our employees unique and want to ensure everyone in the GAIN team feels appreciated and valued.

We aim to be as transparent as possible both during and after the process and hope that our findings here will not only benefit our organisation but others contemplating a similar process.

Watch this space for updates on this process, and feel free to reach out with questions, or to share your experiences with us.

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