

DIVERSITY, EQUITY, INCLUSION AND BELONGING

PROGRESS REPORT 2022-2023



ACRONYMS

ADAG Afro-Descendant Alliance Group

COF Country Office

DEI Diversity, Equity and Inclusion

DEIB Diversity, Equity, Inclusion and Belonging

DIAG Diversity and Inclusion Advisory Group

EDGE Economic Dividends for Gender Equality

ERG Employee Resource Group

EVP Executive Vice President

HRD Human Resources Department

IDB Inter-American Development Bank

LAC Latin America and the Caribbean

LGBTQ+ Lesbian, Gay, Bisexual, Trans, Queer and others

PS People Strategy

EXECUTIVE SUMMARY

At the heart of the IDB Group's mission lies an unwavering commitment to fostering diversity, equity, inclusion, and belonging (DEIB) within our organization. We recognize that embracing DEIB empowers us to achieve our mission and make a profound impact in Latin America and the Caribbean. Through ambitious targets and collective responsibility, we amplify diverse voices and actively recruit talent from underrepresented communities.



In 2022 and 2023, our collaborative effort led to the development of the 2023-2028 DEIB Framework, aligning with our People Strategy and the recently approved IDB Group Institutional Strategy. This framework outlines our vision and action plan to ensure equitable opportunities, foster inclusion, and recognize contributions from diverse backgrounds.

The IDB and IDB Invest achieved EDGE Move and EDGE Plus recertifications in 2023, demonstrating our commitment to workplace gender and intersectional equity. Building on the progress in gender parity, during 2022 and 2023, we added commitments to intersectional diversity, aiming for equitable representation at all levels. Employee Resource Groups (ERGs) played a pivotal role in advancing DEIB initiatives, organizing events, and providing resources to commemorate international days, fostering a culture of inclusion.

The 2022 DEI Survey highlighted a favorable DEI Index Score and perceptions of diversity and equity that vary among groups. This survey provided baseline data for targeted solutions. Engaging in diverse talent outreach events and virtual career fairs underscored our commitment to attracting talent from underrepresented groups, while DEIB training sessions and initiatives equipped employees to address biases and promote inclusion.

Efforts to strengthen DEIB resources in Country Offices demonstrate our commitment to regional inclusivity and collaboration. **The DEIB Awards recognize employee contributions to the DEIB agenda**, highlighting our commitment to equality and integration in Latin America and the Caribbean.



The DEIB Awards recognize employee contributions to the DEIB agenda

In summary, our progress reflects our unwavering dedication to fostering an inclusive culture where diversity is celebrated, and every individual feels valued and empowered.

DEIB PROGRESS REPORT 2022-2023



*"I want the IDB Group to be an employer of choice for all, with **a strong culture of impact and meritocracy**. I want everyone to feel proud to belong to the IDB Group. I want an organization where freedom of expression and different views are valued and each one brings its best and authentic self to work, to grow and contribute to the development of the region."*

President Ilan Goldfajn

Introduction

The IDB Group strives to foster a diverse workforce with a strong sense of belonging to better achieve our goals of delivering impact and improving lives in Latin America and the Caribbean. Our commitment to diversity, equity, inclusion and belonging (DEIB) is evident in our ambitious targets (see p. 9) and collective responsibility.

Our multifaceted initiatives amplify diverse voices and actively recruit talent from underrepresented communities.

In 2022 and 2023, our organization focused on increasing the representation and inclusion of women in leadership roles, Indigenous Peoples, Afro-descendants, lesbian, gay, bisexual, transgender, queer and other (LGBTQ+) individuals, and persons with disabilities, with equity and intersectionality as central commitments.

DEIB Framework 2023-2028

One of the key highlights of this period was the collaborative development of the 2023-2028 Diversity, Equity, Inclusion, and Belonging (DEIB) Framework.

This Framework, approved by the President's Committee, and launched in the summer of 2023, implements the aspects of our People Strategy related to DEIB, in line with the recently approved IDB Group Institutional Strategy. The Framework outlines where we want to be in five years, and how we will get there. Our action plan will strive to:

- ✓ Provide equitable opportunities and outcomes for all our employees.
- ✓ Foster a sense of inclusion among every member of the IDB Group.
- ✓ Recognize and appreciate the contributions of individuals from various backgrounds and experiences.

Leadership and Accountability

During this period, we continued to strengthen the work of the Diversity Inclusion Advisory Group (DIAG). DIAG was created in 2015 as the principal working advisory group to the Executive Vice President (EVP) and the Human Resources Department (HRD) to support the Bank's progress towards meeting its DEIB commitments. Its mission is to provide oversight, act as a governance body and monitor the implementation of the DEIB Frameworks and Action Plan. DIAG met quarterly and notably, endorsed the Framework 2023-2028, as well as sponsored the DEI Awards in 2022 and 2023.



In 2023, we included a DEIB institutional goal as part of the President's goals: "Cultivating an inclusive, sustainable and accountable institution" with indicators targeting DEIB Actions and the percentage of women in mid- and senior-level roles. The goals are the starting point for formulating individual work programs at all levels and are a crucial element of accountability.

Continuing our pursuit of gender parity, the IDB and IDB Invest met their 2023 institutional targets of:

43%

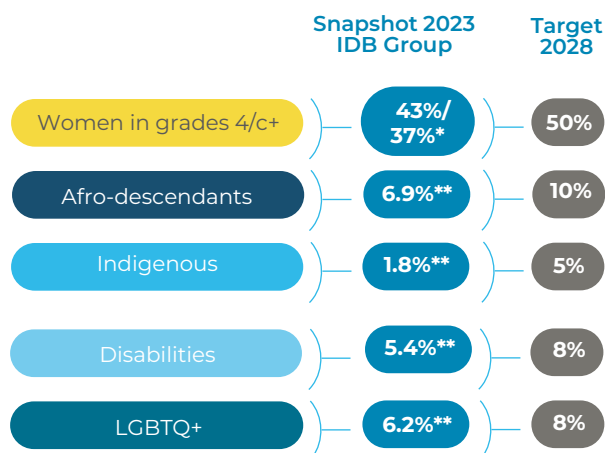
women in grades 4 and above and

39%

in grades C and above.

As of December 2023, 14 of our 28 country offices are led by women (Representatives and General Managers). We still have a ways to go in some areas - e.g. in 2023, 48% of those promoted to Grades 3 to 1 where women (our target was 60%)- but we are making strides. As we continue on our DEIB journey, we will use an intersectional lens, promoting the representation of Afro-descendants, Indigenous peoples, persons with disabilities, and LGBTQ+ in our leadership and our workforce.

The DEIB Framework 2023-2028 includes targets for these five underrepresented groups of focus in our region. The 2022 DEI Survey conducted by Mercer (see Annex) served as a baseline. We are also building our own database through self-identification so that we can track the demographic data in real time and build specific solutions to support a more equitable and inclusive culture.



* Data from Feb 2023 HR System, 43% for IDB and 39% for IDB Invest
 ** Data from DEI Survey July 2022



Best Practice Case – A Decade of Growing Women Leaders

Since 2013, HRD leads an Emerging Women Leaders (EWL) training program focusing on supporting high-potential female colleagues in mid-level roles through a combination of synchronous and asynchronous sessions, one-on-one coaching, and sponsorship. EWL also offers a platform for advancing their leadership skills by addressing some of the challenges and opportunities they face in the organization. **As a result, over 50% of EWL graduates have been promoted.**

EDGE Move - Plus Certified



In 2023, the IDB and IDB Invest proudly achieved the Economic Dividends for Gender Equality (EDGE) recertification, obtaining EDGE Move, the second level of the leading global business certification standard for workplace gender and intersectional equity. Additionally, both organizations have been granted the EDGE Plus certification for the second time, which evaluates intersectional factors such as:

- ✓ gender,
- ✓ age,
- ✓ race/ethnicity,
- ✓ disability, and
- ✓ sexual identity,
- ✓ nationality.

In 2021, the IDB Group became the second global development bank and the first in the Americas to achieve EDGE Move certification, signifying a commitment to gender equality.



Best Practice- External Recognition

In 2023 our DEI Specialist, **Andres Arango**, won an **Inclusive Leader Award** from *Incluyeme.com* for his work on disability inclusion at the IDB Group.

Employee Resource Groups (ERGs)



WoMen NET
Better Together



AFRO-DESCENDANT
ALLIANCE GROUP



All-in for
DISABILITY INCLUSION



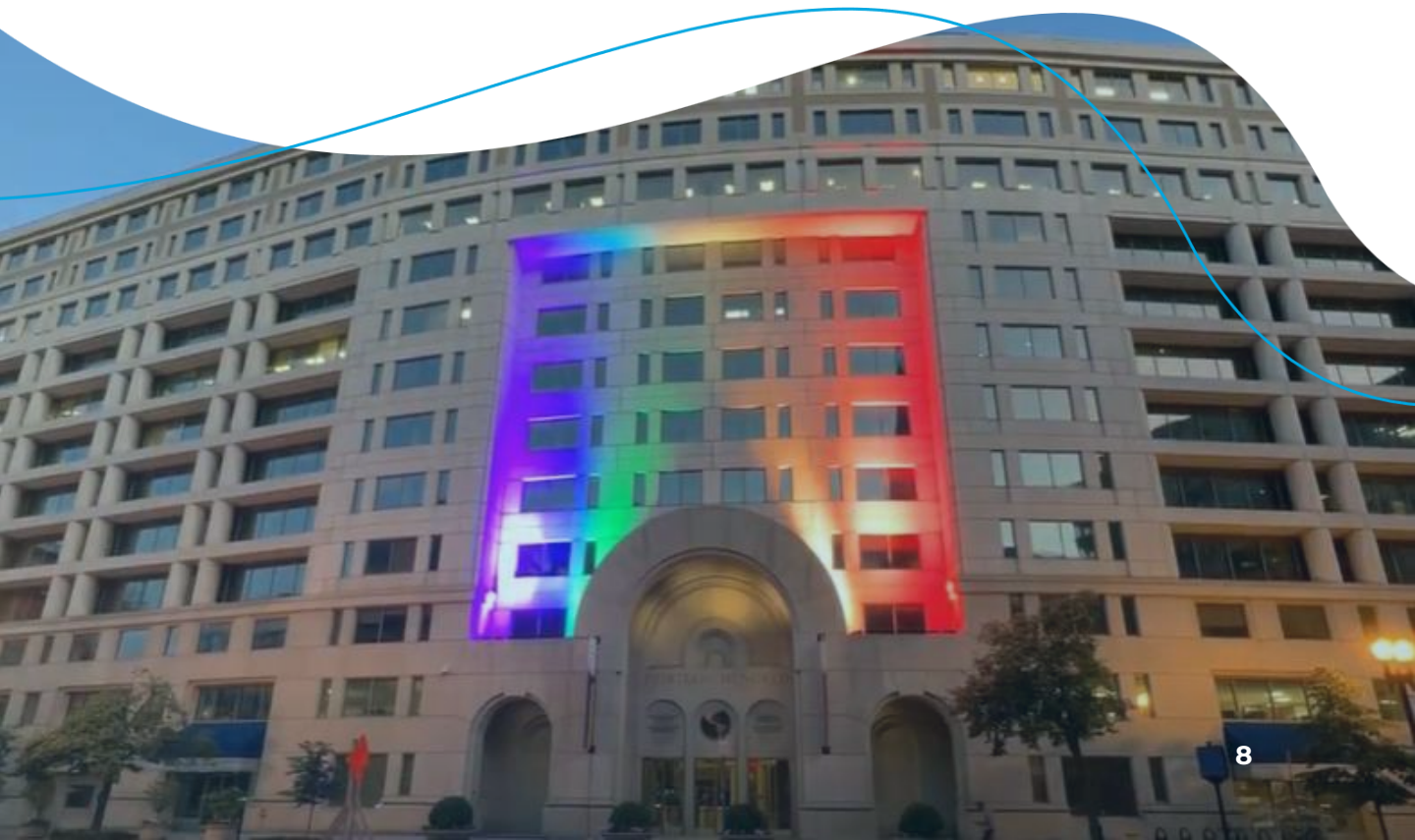
GLOBE
for LGBTQ+

Our four Employee Resource Groups (ERGs), the Afro-Descendant Alliance Group (ADAG), All-In for Disability Inclusion, GLOBE for LGBTQ+ and WoMen NET, have been central to advancing the DEIB agenda, contributing expertise and experience to business decisions.



In close partnership with HRD, through 2022 and 2023 the ERGs promoted policy changes to increase inclusion,

influenced the recruitment and training priorities, carried out a variety of awareness raising activities, set up networking events and provided IDB Group employees with resources and information to commemorate international days such as Black History Month, International Women's Month Pride Month, Indigenous Peoples Day and the International Day of persons with Disabilities. These initiatives featured Atrium banners and widespread communications, offering resources and hosting virtual and in-person events at both HQ and COF locations.



Diverse Talent Attraction

Through this period, IDB Group actively engaged in a variety of diverse talent attraction and outreach events, including career fairs, with a focus on Trinidad and Tobago, Barbados, and Guyana, and two impactful virtual Career Fairs in 2022: the first, aimed at identifying and recruiting individuals with disabilities and attracted over 200 participants from the region.

The second, a two-day career fair, was conducted during the IDB Group's Knowledge Week to attract LGBTQ+ talent, reaching a wide audience with over 8,000 views on LinkedIn. Furthermore, the team collaborated with MyGwork, Inluyeme, and Mogul in order to bolster the recruitment of target diversity groups. In 2023 IDB participated in the Career Fair in Guyana and the World Bank Group Youth Summit. In February 2023, the DEI team conducted a comprehensive disability inclusion assessment, which involved a thorough review of HR documentation and interviews with key HR stakeholders, reinforcing their dedication to inclusion. The team subsequently received the diagnostic results, marking step forward in our ongoing commitment to fostering diversity and inclusion.



Best Practice – Recruiting persons with disabilities

IDB partners with Inluyeme.com to publish our vacancies on their job board of over 240,000 candidates with disabilities in the region. Through this initiative we recruited 3 persons with a disability in 2022 in Argentina and Paraguay.



Best Practice – Attracting Indigenous Talent

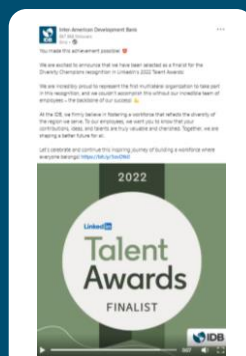
To attract Indigenous Talent, in 2023 a requirement to speak an Indigenous language was included in the job posting for our Amazon specialist, which led to the successful hiring of an Indigenous colleague.



Best Practice - LinkedIn Diversity Champion Awards Finalist

The Inter-American Development Bank was selected as a finalist for LinkedIn's annual Diversity Champion Award in the "Between 5,000 and 10,000 employees on LinkedIn" tier.

This award recognizes companies that initiated and inspired meaningful conversations around Diversity, Equity, Inclusion, and Belonging.



Building Capacity

Building our DEIB capacity on prevention of unconscious biases and microaggressions, while strengthening our allyship, has helped mitigate barriers to change. We remain committed to our pursuit of an inclusive future where everyone is valued and welcomed. Coordinated efforts have proven effective in advancing our institutional goals and enhancing our credibility and authenticity in the DEIB agenda, both internally and externally.

The DEIB Curriculum consists of courses including



BYSTANDER INTERVENTION



MANAGING UNCONSCIOUS BIAS



MASTERING DIFFICULT CONVERSATIONS



RACIAL AND ETHNIC BIAS



HOW TO BE AN ALLY



PREVENTING MICROAGGRESSIONS



Best Practice case – Growing Diverse Leaders

In 2023, the IDB Group launched for the first time the **Afro-Descendant and Indigenous Peoples Leadership Program (AFIP)**, a 3-month leadership initiative for mid-level staff who identified as being Afro-Descendant and/or Indigenous. This program supports the organization's Diversity, Equity, Inclusion, and Belonging goals and aims to enhance participants' leadership and communication skills.

For this first pilot, AFIP focused on equipping 20+ participants with resources and strategies to adapt to changing work environments, while fostering mutual learning. The program includes one-on-one coaching, assessment tools, and group discussions on Leadership Styles, Identity Dimensions, and Mastering Constructive Conversations, among others.

In 2023, four workshops were conducted: one on the Inclusion of People on the Autism Spectrum, another on Trans Inclusion in the Workplace, one on Living with Blindness and a fourth on Debiasing Systems and Processes. In addition, as part of the DEIB curriculum and mandatory onboarding courses, IDB Group employees that participate in selection panels must take the mandatory Mitigating Unconscious Bias for the Interview Process training. A training initiative was also delivered in 2022 for the Board of Directors which included sessions on Unconscious Bias and Inclusive Leadership.

40+

DEIB training were conducted yearly in **2002 and 2023.**

The Women's Career Advancement Initiative (WCAI) is composed of 3 initiatives: 1) in 2022 and 2023, a total of 46 participants graduated from the **Leadership for Innovation, Focus & Transformation** program, a 4-month virtual learning experience targeting mid-level staff in COFs. 2) 110 colleagues were matched in the **Structured Networking Program** to broaden and strategically build diverse professional networks over the span of two months. 3) 78 colleagues were matched in the **Cross-Institutional Mentoring** initiative, a 6-month program offering women from the IDB Group and other International Finance Institutions (World Bank, International Finance Corporation, Caribbean Development Bank etc.) the opportunity to connect with a colleagues to advance professional and development goals.

Serving the region

Colleagues based in Country Offices represent over half of our workforce and are the cornerstone of the IDB Group's work with our beneficiaries and clients. Significant efforts were made in 2022 and 2023 to strengthen relationships and expand DEIB resources to the Country Offices. Supported by Business Partners, we promoted Pride Month activities conducted in Argentina, Brazil, Bolivia, Colombia, Chile, and Ecuador. The DEIB team offered training sessions on Unconscious Biases and Leadership in Diversity with the teams in Honduras, Nicaragua, Panama, and Costa Rica. Notably, the teams collaborated with COF Nicaragua to structure their DEIB plan in 2023, and supported *BIDiverso* (Brazil), as well as the *Social Responsibility Committee* in Costa Rica.



Workshop on Unconscious Bias and Diversity Leadership - COF Honduras

The fifth and sixth IDB Group DEIB Awards ceremony were held in December 2022 and January 2024, respectively. These Awards recognize the efforts of employees and teams that contribute to the DEIB agenda of the IDB Group and demonstrate our commitment to providing creative and innovative solutions while promoting the values of equality and integration in Latin America and the Caribbean. It is thanks to the enduring efforts and commitment of our employees that the organization can continue advancing in DEIB. **The winners were recognized in 3 categories: DEIB Champion Headquarter, DEIB Champion COF and 2 Diversity Team Awards.** The nomination committee reviewed around 70 nominations in 2022 and 2023 and this special event was successfully livestreamed, depicting the diversity and commitment of the IDB Group to DEIB efforts.

2022 AWARD WINNERS

▶ [Meet the 2022 Diversity, Equity, and Inclusion Awardees – YouTube](#)



DEI Champion COF
Manuel Urquidí (Bolivia)



DEI Champion HQ
Judith Morrison



Team Awards
DEI ESG Champions: Prevention through Awareness and Social Inclusion in IDB Projects – Members: Ayme Sosa, Omar Samayoa, María José Leiva, Hulda Salguero, and María Isabel Sandoval



Team Awards
Todas em Tech – Members: Elena Heredero Rodríguez, Luana Moraes, Joana Araujo, Claudia Piras, Livia Gouvea, Padydeh Eghbali, Vanderleia Radaelli, Gabriela Aparicio, Juan Pedeflous.

2023 AWARD WINNERS



DEI Champion COF
Juan Barletta (Argentina)



DEI Champion HQ
Dana King



Team Awards

Mujeres Maya Q'eqchi'és y Chortfés:
Empresarialidad y resiliencia climática para reducir la pobreza – Members: Ayme Sosa, Omar Samayoa, María José Leiva, Hulda Salguero, and María Isabel Sandoval



Team Awards

Quality Intercultural Bilingual Education – Members: Emma Näslund-Hadley, Cynthia Hobbs and Ana Grigera

**DIVERSITY, EQUITY,
INCLUSION AND BELONGING**
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Looking forward

Our new 2023-2028 DEIB Framework outlines where we want to be in five years and how we will get there. Diverse and inclusive teams will enable us to achieve better results and greater impact.

We will strive to:

- ✓ Provide equitable opportunities and outcomes for all our employees.
- ✓ Foster a sense of inclusion among every member of the IDB Group.
- ✓ Recognize and appreciate the contributions of individuals from various backgrounds and experiences.

DIVERSITY

The IDB Group is committed to reflect its member countries' diversities.

EQUITY

Our ambition is to ensure equitable opportunities and outcomes to our people.

INCLUSION

We want everyone who works at IDB Group to feel included.

During the first year of implementation, in 2024, will focus on three priorities:



Leadership and accountability: to reach our ambitious targets, every hire counts. We will support our leaders across the organization with knowledge, tools and desire to champion DEIB.



Solidifying our data: We will increase the number of employees who self identify, and make sure we can use that data in an aggregate way that respects data privacy while ensuring we can inform business critical decisions;



Talent outreach and sourcing: reaching untapped pool of talents will increase the diversity of our pipeline and ensure we get the best candidates to apply to our jobs.

Together, we will continue working to make the IDB Group an organization where everyone feels like they belong.

ANNEX

2022 DEI Survey

Our 2022 DEI Survey, which had an 80% response rate (including staff and consultants), showed that the IDB Group has a favorable DEI Index Score of 75%, with 7 out of 10 respondents feeling positive about inclusion. When looking at different identity groups, perceptions about diversity and equity varied, with men, people with no disability, white and/or latina/o, heterosexual, cisgender colleagues in general responding more favorably than underrepresented groups (women, people with disability, LGBTQ+, Afro-descendant, and Indigenous).

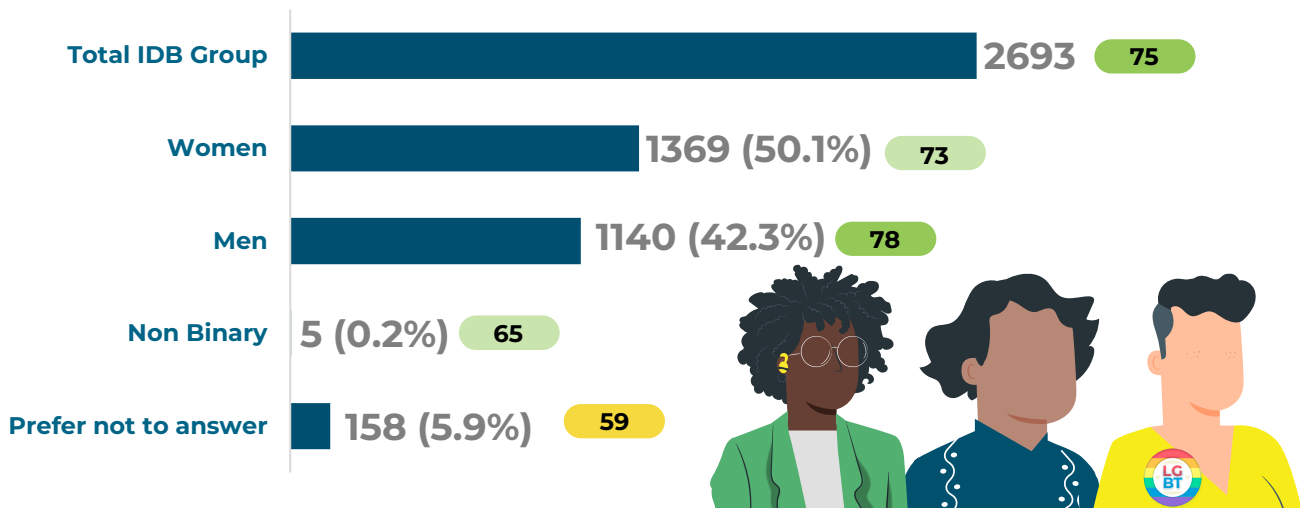
In general, **86% of participants indicated that they are willing to recommend the organization** as a good place to work to friends and colleagues.

★★★★☆ **86%**

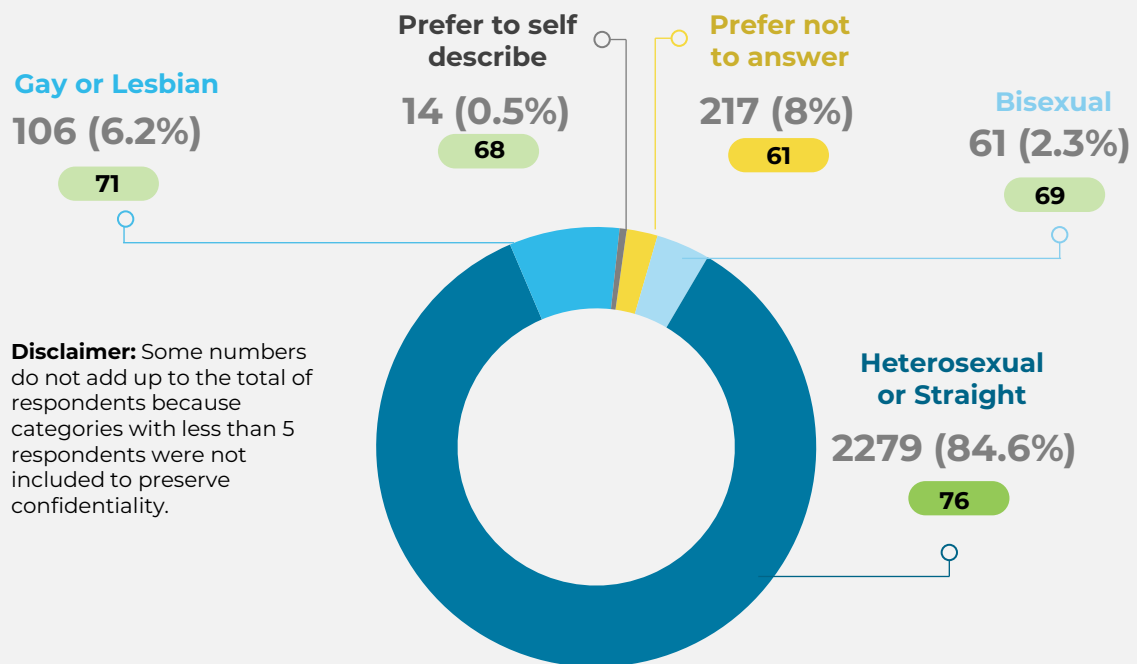
Retrospective – 2022 DEI Survey results



Gender Identity



Sexual Orientation



LEGEND - DEI Index – Expressed in %

75

or more is Very Favorable

74-65

Favorable

64-56

Moderate

55

or less is Unfavorable

Race/Ethnicity

Hispanic/Latino/a

1570 (58.3%) 76

White

950 (35.3%) 74

Afro-Descendent/Black

186 (6.9%) 70

Asian

131 (4.9%) 76

Indigenous Peoples

49 (1.8%) 68

Other

47 (1.7%) 69

Middle E./N. African

21 (0.8%) 70

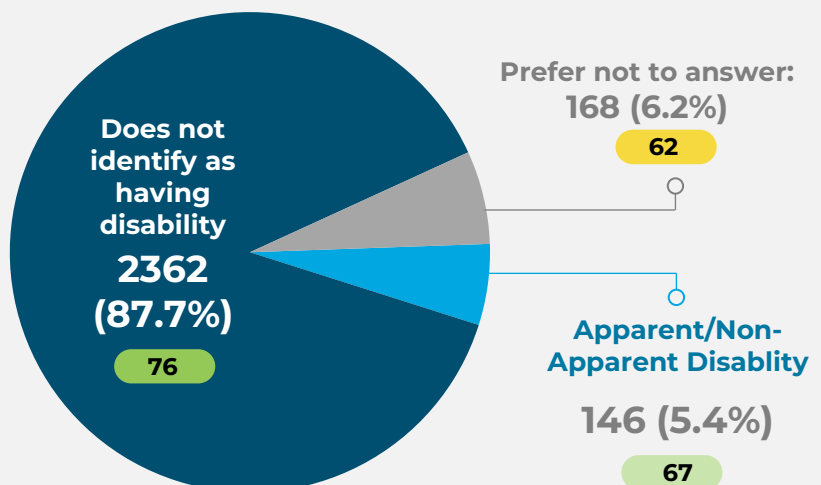
Prefer not to answer

180 (6.7%) 63

Disclaimer: The % do not add up to 100% because colleagues were able to select more than one race.



Disability Status



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