

# GDI's IMPACT in 2024



In 2024, CGIAR made significant strides towards building a more inclusive and equitable workplace, delivering on its ambitious [Action Plan for 2023-2024](#). The Gender equity, Diversity and Inclusion function drove progress in four key impact areas:

## INCLUSIVE LEADERSHIP

Promoting awareness through focused interventions to role model inclusive and respectful behaviors.

Scaling in-person Inclusive Leadership and Respectful Workplace training

**20%**  
of CGIAR's workforce\* trained in 2023-24

\* based on GDI data at 31/12/2023



**+400**  
LEADERS  
trained in  
2024

**+1200**  
STAFF  
trained in  
2024

**13**  
CENTERS  
covered across  
5 locations

**96%**  
OF PARTICIPANTS  
likely to apply lessons  
learned

### Inclusive Leadership Insights series

a learning bite-sized video series available to all staff

## DIVERSE REPRESENTATION IN CGIAR'S WORKPLACES

Continued workforce data analysis to better reflect the diverse communities we serve.

As of 31 December 2023, CGIAR works across 73 countries and consists of 9,014 staff members and 125 nationalities.

### Gender parity progress



Retention of senior-level women improved, and senior workforce promotions are more gender balanced.

↑ Women in leadership across all levels

+ 16%

Women in top-level leadership  
2020-23



## ACCOUNTABILITY

Moving from intent to action, making GDI an integral part of our values and operations.

CGIAR's first in-depth, all-staff Workforce Engagement Survey

**85%**

of respondents recommended CGIAR as a good place to work.



**Diversity** cited as 1 of the top 2 reasons people love working at CGIAR, alongside our mission.

Celebrating GDI stars with the annual Inclusive Workplace Awards - our GDI Oscars - recognizing the stellar contributions of colleagues who make CGIAR a more supportive and equitable workplace.

**External Recognition at the 2024 CDR Awards:** For the 3rd year in a row, CGIAR was among the top 3 performers in the Diversity and Inclusion category at the Career Development Roundtable.

## INCLUSIVE WORKPLACE CULTURE

CGIAR-wide programs for all staff to foster a thriving and inclusive culture.

Celebrating Global GDI movements and observations, in partnership with our ERGs

**360+ PARTICIPANTS**

Feb International Day of Women and Girls in Science (video series)

March Advancing Progress through Allyship (webinar)

May Taking Action Against Racism (webinar)

June Pride in Action & Inclusion for all (webinar)

Oct Promoting free, confidential counselling (webinar)

Dec Supporting caregivers at work (webinar)

Prioritizing staff wellbeing through the 'Wellbeing & Me' program

21 workshops

1450 participants

93% of participants now have the tools to improve their wellbeing.

97% of participants gave "Excellent" or "Good" rating.

**'Advance Together' pilot program to strengthen allyship**

With DEMD's executive sponsorship, 80+ participants across Centers joined the strategic, interactive program designed to build a cohort of active allies.

**Building meaningful connections through our programs:**

**541** participants in Connect@CGIAR   **339** participants in Mentoring@CGIAR

New GDI guides to promote fairness, improve performance, and foster a more inclusive and equitable CGIAR

Inclusive Language

Holidays, Observances

Flexible Working

