

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



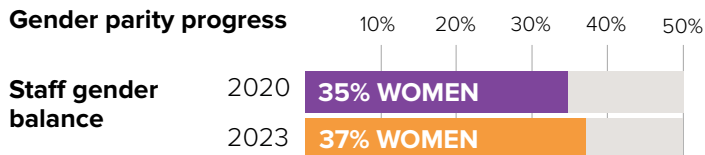
**+400** LEADERS trained in 2024  
**+1200** STAFF trained in 2024  
**13** CENTERS covered across 5 locations  
**96%** OF PARTICIPANTS likely to apply lessons learned

 [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.



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

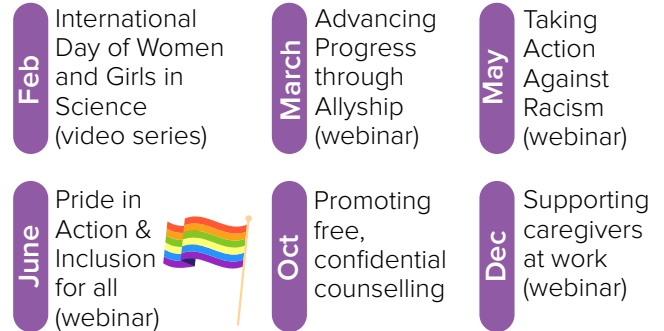


## INCLUSIVE WORKPLACE CULTURE

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**



Prioritizing staff wellbeing through the ['Wellbeing & Me'](#) program

**21**  
workshops



**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

## 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.

