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Fighting for an AIDS-free generation

Road Map of EGPAF's Diversity, Equity, Inclusion & Belonging Strategies

EGPAF was founded over thirty years ago to end the inequities that existed for children living with HIV. Today we are a global, multinational and multicultural organization, with 95% of our staff working in Africa. We value diversity, equity, inclusion and belonging in all of our work, with a focus on health equity to address the systemic barriers that fuel pandemics, including HIV in marginalized communities. As a global organization, we commit to listening, learning and taking action to empower our staff and the communities we serve in all the places where we work. We will use our voice to uphold the values we embrace as a global community – equality, justice and rights for all people regardless of color, creed, sexual orientation, gender, disability or national or ethnic origin.

Differences in lived experiences are a source of organizational strength. Embracing diversity, equity, inclusion and belonging (DEI&B) at EGPAF means valuing, respecting and learning from each person's unique qualities and abilities in order to fulfill and strengthen our vision and mission. In the last eighteen months, EGPAF has taken steps to prioritize DEI&B across the organization. The components of this work are reflected in the following DEI&B strategies. Our focus on DEI&B will be an ongoing effort to infuse DEI&B throughout our culture and operations.



Recruitment and Hiring Plan – EGPAF seeks to recruit qualified applicants with in-demand skills, using practices that attract the most diverse pools of candidates and minimize bias in the selection and hiring process. We will seek out top talent and the best possible candidates, particularly from marginalized groups, but will structure our strategy in a way that gives all applicants, regardless of background, an equal opportunity.



Talent Management – EGPAF will leverage our talent management system to develop and retain top talent from diverse backgrounds, nationalities, races, and cultures, building and maintaining an organizational culture that gives everyone a voice. We will enhance diversity of leadership teams across the organization, by ensuring that leadership, development, and advancement opportunities are clear for marginalized employees at every level of the organization, and simultaneously making succession planning a priority. We will grow capabilities for all staff, while keeping organizational objectives at the forefront of our decision making.**



DEI&B Leadership – EGPAF will hire a DEI&B Director to lead the execution of EGPAF's diversity, equity, inclusion and belonging strategy, accelerating and standardizing our efforts to make meaningful organizational change. This person will work to align DEI&B work across divisions to enable and promote an intentionally diverse, inclusive, equitable learning and working environment to enhance a strong sense of belonging among staff. This person will help to grow a culture where all employees feel safe, are given an equal chance, and are treated with dignity and respect. The DEI&B Director will also lead the organization's efforts to measure progress toward our DEI&B goals.**



Decentralize Decision Making – As a multi-faceted organization with staff across the globe, we are reviewing how decisions are made throughout the organization to provide greater transparency and accountability into our decision making process, increase organizational efficiency and reduce duplication of work. In doing so, we seek to optimize the deep knowledge and experience of EGPAF staff, clarify decision making structures, and expand global authorities, guidelines and processes to empower country offices. Capacity and infrastructure support will be a part of any decentralized decision making authorities.**



DEI&B Training Plan – EGPAF will develop a comprehensive training plan to prepare and support staff in their respective roles to engage with and contribute to our DEI&B strategies.



DEI&B Communications – EGPAF commits to consistent, transparent and accessible communication with staff and external stakeholders about our DEI&B priorities as part of our organization's mission. We will work to drive staff engagement and foster better understanding of EGPAF's commitment and approach to execution of our DEI&B strategy, including transparency around progress toward our goals.**



DEI&B Resourcing Plan – For these priorities to succeed and be sustained, it is essential to invest in them monetarily. We have established a resourcing plan to allocate funds for activities and programs at both the global and country level.

**Denotes activities that will be prioritized in the next 6-12 months