

Save the Children continues its journey towards advancing diversity, equity and inclusion within our organization, the communities in which we work and our sector. As an organization, we consistently strive to foster a culture of belonging where individuals are heard, respected, treated fairly, valued for their contributions and welcomed for who they are. We embrace and celebrate the diversity of our staff, our partners and the children and families we work with, and are committed to rooting out systemic racism and inequity within our walls and beyond.

We routinely share progress on our ongoing diversity, equity and inclusion initiatives as well as the areas where we must do better. We last shared our [DEI progress](#) in May. Here's where we are today:

Our Progress Made

Listen and Learn

- We launched the “Fostering Culture Fund,” which allows all colleagues to bill up to 10% of their time to planning, engaging and participating in work related to fostering our organizational culture.
- Several of our Employee Affinity Groups (EAG) hosted events, facilitated conversations and created resource guides in honor of Juneteenth, Pride Month and National Hispanic Heritage Month.

Leadership

- On our Expanded Senior Leadership Team, which includes those at the Senior Director level and above, we have increased our racial diversity by 4% since October 2020.
- We launched “Trustee Talks,” a series where our Board members engage directly with staff. Our first with Trustee Jeremy Kohomban focused on DEI and the work we must continue as an organization and a sector.

Talent & Opportunity

- Save the Children ranked second highest for Gender Equality by Gender Fair on a list of 800 U.S. Organizations. Save the Children has also been recognized by Global Health 50/50 as one of the highest scoring organizations that promote gender equality and equity through their programs and within the workplace.
- We finalized and communicated a broad review of our compensation structure, which included a fairness analysis to ensure there is pay equity regardless of race or gender. We have a 1% gender pay gap and 0-3% race pay gap.
- After a robust and intentional recruiting effort, our Summer 2021 intern class self-identified as 67% diverse (race and disability self-identification). We continue to focus on universities with diverse student populations for our fall intern recruitment.
- From mid-May through Q3, our applicants identify as 53% diverse, and our hiring percentage is at 47% diverse, including a number of new colleagues at the Director level and above.
- We published a [Manager Essentials Guide](#), which includes a focus on DEI and our EAGs.
- Our Raise the Children EAG successfully advocated for an increase to Save the Children's parental leave, which now gives moms, dads, adoptive and foster parents a minimum of 12 weeks fully paid leave after welcoming a child into their lives.
- We introduced a new category of leave for all caregivers, which provides two additional weeks off per year for all staff to use when caring for a family member, either immediate or extended.

Our Work

Save the Children

- We relaunched our Success Enabler Process with input from our DAWN (Dis/ability and Wellness Network) EAG. The process is now easier to navigate, helping create an inclusive work environment.

Our Work Underway

Listen and Learn

- Our Policy, Advocacy and Campaign (PAC) division is developing a disability inclusion checklist that government relations team members can use to write and review reports, legislation, fact sheets, etc.
- Our cross-functional Decolonizing Development Working Group meets monthly to unpack questions of race, white privilege and colonialization in the global aid sector.

Talent & Opportunity

- We officially launched EmPOWER, an internal mentoring program focused on professional development of junior and mid-level staff who are also people of color.
- In collaboration with the DAWN EAG, we are working with [Understood](#), an organization that helps those who learn and think differently, to develop trainings to help managers support staff with chronic illnesses and/or disabilities.
- In partnership with the Proud at Save EAG, Save the Children is working with the [Center for Values in International Development](#) and renowned public policy advisor, human rights scholar and activist Dr. Chloe Schwenke to develop an LGBTQ+ inclusion-training package for people managers.
- We are working with [D.C. Safe](#), D.C.'s only 24/7 crisis intervention agency, to develop a training so managers are better equipped to support staff who experience domestic violence.

Our Work

- Our PAC team has joined disability-focused organizations, including United States International Council on Disabilities (USICD) and Disability Rights International. The team is in conversations with congressional offices on a disability-focused piece of U.S. foreign policy legislation.
- Of the development funds we have currently committed to partners in our international programs (\$633MM), 22% is committed to local, national or community-based organizations and 26% to INGO partners. We remain focused on engaging more local partners in our international work, particularly early on in the process when designing programs.
- Our Disability Accelerator Program, a 6-month program to spearhead disability inclusive programming across selected countries where we work, is still in process to finalize two countries, expanding the program from three to five countries.
- Our B.L.A.C.K. EAG Programs Working Group has been diligently finding ways to engage our Head Start Programs in Mississippi and South Carolina, resulting in new initiatives for school supplies and book clubs.
- We are increasing investments in rural communities of color and have begun expanding our programs, currently focusing on developing a cluster of school age programs within several Hispanic and Native American communities in Washington State. We are also exploring possible work in two new high-need communities of color in Mississippi and South Carolina.
- We have begun tracking the gender and racial composition of the local leadership councils and working groups with whom we work in several U.S. communities to ensure they are truly representative of these communities. We have funded training sessions, offered by the Racial Equity Institute, to help these groups instigate meaningful conversations about racial disparities in their work.

Becoming a More Diverse, Equitable and Inclusive **Save the Children**



Our Gaps and Opportunities

- Our Board and Senior Leadership Team (SLT) are reviewing diversity and inclusion efforts of the vendors and partners we work with.
- We are assessing disability and LGBTQIA workplace inclusion in our facilities as part of our return-to-office plans.
- We must work to ensure the safety and well-being of LGBTQ+-identifying staff when traveling on behalf of Save the Children, domestically and internationally. This includes increased support and integration of LGBTQIA+-specific safety, security and wellness resources available to staff pre, during and post travel.

To build a more equitable and inclusive future, we need to start in childhood. Save the Children was founded more than 100 years ago to fight injustice, and this fight is every bit as necessary today. We work with children around the world suffering from racism and discrimination. And we know we cannot be effective and legitimately work with others on the issues of systemic inequality without also working to improve ourselves.

In our ambition to become a more diverse, equitable and inclusive Save the Children, we remain committed to working together – with and for our staff, partners and the communities in which we program. Drawing on our colleagues' unique identities, experiences and perspectives helps guide us in our mission of achieving immediate and lasting change in the lives of children in the U.S. and around the world.