

Scope of Work for Building the Capacity of the Executive Team to Lead on GDI & Race Equity

Purpose: To build the Executive Team's (ET's) capacity to lead on Gender, Diversity, and Inclusion-, particularly on racial equity-related, issues within their teams

Outcomes:

The partner organization will take Mercy Corps' ET through an intensive virtual learning experience that not only builds essential diversity, equity, and inclusion skills amongst the individual ET members but also within the team. The ET will understand how gender, diversity, and inclusion (GDI) and racial equity show up at Mercy Corps, how these issues show up in their leadership of the organization, and how to create space for themselves and their teams to further their diversity, equity, and inclusion journeys. The ET will have increased practical skills and confidence to drive high-level progress towards agency-wide gender, diversity, and inclusion commitments.

Timeframe: November 2020 – January 2021

Activities:

- Interviews with each of the ET members to identify GDI- and racial equity-related leadership needs and priorities of the team
- In-depth training over 4-6 sessions oriented towards helping the ET lead on equity and inclusion, specifically around race. These sessions will cover:
 - Founda
 - tion-setting for race equity conversations
 - Leading on race equity
 - Focusing on race equity and gender
 - Action planning

Deliverables:

- One-on-one interviews with each ET member
- Documentation of major themes that emerge from the interviews (without identifying information)
- 4-6 sessions with ET team to help them lead on GDI and race equity
- Debriefs with GDI Director and others as needed