



Diversity, Equity and Inclusion Strategy

Last updated: 6th January 2021

Our Statement of Intent

We strive to be a diverse and inclusive employer, with equality of opportunities regardless of personal identity. We want to create a supportive workplace for all individuals, particularly those from disadvantaged and underrepresented backgrounds, including Black, Asian and Minority Ethnic (BAME), LGBTQ+, neurodivergent thinkers, people with disabilities and people with mental health challenges.

Strategic Objectives

Organisational Strategic Goal 1. People in fragile and conflict-affected countries across Africa, Asia, Europe, the Americas and the Middle East will be better able to prevent and respond to violence and lead efforts to build sustainable peace.

DEI strategic goal 1.1. Provide support to local partners in ways that strengthen local agency, inclusion and empowerment, challenge unequal power relations and actively counter the engrained neo-colonial approaches of the aid sector.

DEI strategic goal 1.2. Better integrate Diversity, Equity and Inclusion (DEI) thinking into our support to partners, using the partnership principles to guide conversations on DEI in relation to our partnerships and programmes.

DEI strategic goal 1.3. Ensure that the selection of new partners takes into consideration under-represented or disadvantaged groups.

Organisational Strategic Goal 2: Key public and private institutions and decision makers in the UK, US, EU, in the UN system, and in selected conflict affected countries will recognise and support locally led peacebuilding as an effective and essential approach to building sustainable peace

DEI strategic goal 2.1. By the end of the strategic period, Peace Direct aims to be a leader on DEI within the peacebuilding sector, actively advancing transformation in our field.

DEI strategic goal 2.2. Actively engage policymakers, donors and other key stakeholders to be more aware of and committed to DEI as it relates to peacebuilding policy and practice and, wherever possible, transform peacebuilding philanthropy.

DEI strategic goal 2.3. Ensure that Peace Direct's research is conducted in locally-led, participatory, inclusive ways from start to finish and that it actively advances greater equity in the field

Organisational Strategic Goal 3. More people in the UK, US and EU are aware of, engaged with and supportive of locally led peacebuilding, contributing to a growing and active global peace movement

DEI strategic goal 3.1. Ensure that all external communications are inclusive, accessible and use empowering language and content that emphasises local agency and avoids reinforcing power imbalances.

DEI strategic goal 3.2. Develop an approach for content collection that empowers local leadership, co-ownership and usage of content.

Organisational Strategic Goal 4. Peace Direct will have skilled and motivated staff, board members and volunteers and will invest in its systems, processes and work culture to enable it to deliver high quality work and support to local peacebuilders around the world.

DEI strategic goal 4.1. Increase the representation of currently under-represented groups at all levels across the organisation by challenging barriers to recruitment and progression that exist for people of different identities and backgrounds and improving our recruitment and staff assessment processes to reflect this.

DEI strategic goal 4.2. Develop a welcoming, inclusive working environment and culture supported by systems and processes that recognises and values difference, and fosters a sense of belonging for all staff.

DEI strategic goal 4.3. Ensure that DEI is embedded in our commitment to learning and reflection, in both our internal organisational culture and how we implement our work.

Evolution of the Strategy and Relevant Documents

The DEI Strategy will be a living document with input from across the organisation. The SMT will review the strategy annually and assess progress of the organization toward our goals to make sure that it is as useful as possible.

The Annual Plan is a separate document, which will be composed annually with specific objectives and targets for each year, in line with our long-term objectives.

The Policy will be reviewed every two years, to ensure that it remains both relevant and thorough.