

# SAVE THE CHILDREN DIVERSITY, EQUITY AND INCLUSION PROGRESS

JANUARY-DECEMBER 2023



## EMPLOYEE AFFINITY GROUP (EAG) AND PEOPLE IMPACT

Launched a **Mentorship, Championship, & Sponsorship** Program connecting employees with diverse lived experiences & identities with members of the Senior Leadership Team (SLT) and long-tenured SCUS staff

Created the **SOGIESC (Sexual Orientation, Gender Identity & Expression & Sex Characteristics) Capabilities Statement**, providing staff with an outline of SOGIESC work across programming, advocacy, partnerships, and within the organization

**Diversity, Equity and Inclusion (DEI) Council Workstreams** collaborated to streamline the process for creating EAGs, supporting the new Mentorship, Sponsorship, Championship program, and working with Communications to launch a DEI Newsletter in 2024

Hosted a **fellow whose work focused on disability inclusion** and accessibility

Added a **Lead Associate, Diverse Talent Attraction** to the Talent Acquisition Team

Selected by USAID's Bureau for Humanitarian Aid to host **6 of 10 fellows in the Minority Serving Institution Humanitarian Fellowship Program**

Launched **2 new EAGs** (Jewish EAG, First People's Collaborative)



## DEI BY THE NUMBERS

Save the Children's internal Gender Equality Certificate Program **grew from 10 Save the Children US staff in 2022 to 19 SCUS and Save the Children International (SCI) staff in 2023**, each completing the equivalent of a 3-credit university course.

**6 New DEI Council members** joined

**Racial/ethnic diversity increased 6%** across the Expanded Senior Leadership Team (ESLT), those at the Senior Director level and above, since 2022

**9% increase** in Black, Indigenous and People of Color diversity on our Board of Trustees since 2022



## OPPORTUNITIES

**Supporting queer staff during travel** via future conversations with Proud @ Save EAG and SLT, DEI & Global Mobility Team and SCI

Continuing to **assess recruitment in diverse spaces** and the panel interview process

Better communicating **existing career development opportunities and further offerings** with a particular focus on diverse staff

Review of **open ESLT and higher level positions to reflect on diverse hiring opportunities**