

# Reflections on Equity, Diversity & Inclusion (REDI)

Living our values in pursuit of gender equality

**CARE's REDI training takes staff on a journey of reflection and discovery to confront power imbalances which have the potential to limit the impact of our efforts to improve the lives of women and girls.**

## WHAT is REDI?

CARE's **REDI training** is an interactive series of dialogues which challenge staff to consider issues of power, difference and inclusion.

At an **individual level**, REDI offers space for participants to reflect on their own values, beliefs, biases and privileges across varying lines of diversity (gender, age, class, ethnicity, workstyle) and how these change in different contexts.

At an **organizational level**, REDI offers the opportunity for participants to build shared language, comfort and trust around issues of diversity and power, identifying ways in which organizational structure, policies and culture either inhibit or foster a culture of inclusion, belonging and creative idea generation. These workshops connect the experiential training exercises with participants' day-to-day work roles, inspiring staff to think about and devise strategies around how they can effectively communicate with colleagues, communities, and/or partners, in ways that change power dynamics.

### Reflection on...

#### INDIVIDUAL IDENTITY

Understand different identities, experiences and how they interact with power and exclusion.

#### POWER DYNAMICS IN INTERACTIONS

Explore how our differences and similarities, and relationship to power and oppression, impact our organizational life.

#### ORGANIZATIONAL STRUCTURE, POLICIES & CULTURE

Learn new skills to function effectively in a diverse and complex workplace, and practice personal and collective responsibility for furthering our organizational learning and accountability.

**A DIVERSE, INCLUSIVE WORKPLACE which demonstrates SENSITIVE, EQUITABLE ENGAGEMENT with all partners and participants.**

## WHY do we need REDI?

Projects are run by people. The best program design, which incorporates the most innovative, gender equal approaches, will not achieve its potential impact if those leading teams and engaging with communities exhibit sexism, classism, racism or other forms of discrimination—even if unconscious.

To promote equality in all we do, staff must lead by example and model the behaviors we seek to challenge and change. REDI helps promote individual and collective discovery and action on issues of power, difference and inclusion so staff are conscious of how their interactions may affect others.

**Our commitment to equity, diversity and inclusion is deeply embedded within CARE's Vision 2030.**

Beyond our focus on women and girls and our program principles, this includes organizational commitments to doing the work of **anti-racism**, promoting **diversity, equality and inclusion in our leadership spaces**, and intentionally seeking to understand and **address unequal power dynamics** both within CARE and in our interactions with others.

**REDI training is a key tool for fulfilling these commitments.**

## DEVELOPMENT OF CARE'S REDI CURRICULUM

CARE has been offering gender and diversity training to its staff since 2005. As the organization's commitment to gender equality has strengthened and deepened, this training has been revised and expanded over time.

In 2021 the Gender Equity and Diversity (GED) curriculum was reframed as Reflections on Diversity, Equity and Inclusion to more accurately reflect the intention and values to support staff along a journey of self-discovery.

This was piloted in a remote training format with engagement from CARE staff situated across diverse regions and offices of CARE. Extensive feedback from participants and facilitators was incorporated into the final version to ensure this truly represents the values of CARE in all our diversity.

In 2023, REDI training has become a core part of our efforts to center gender equality in our teams, programs and operations.

## CARE'S REDI TRAINING IN PRACTICE

CARE offers REDI training in many ways. We view this as essential for any project addressing root causes of gender inequality. Increasingly, this is included for staff implementing projects across other sectors which recognize the importance of gender integration for achieving and sustaining impact.

More and more Country Offices offer REDI training for all of their staff as they strive to increase impact across all their programming.

Our partners – including those in the private sector – are also seeing the value off building support for equality within their teams. Many have requested REDI sessions for their own staff.

## HOW is REDI training delivered?

**REDI has become a core part of CARE's efforts to center gender equality in our teams, programs and operations.**

Training workshops are available in English, French, Arabic and Spanish. These are delivered through CARE's Gender Cohort, which leads a roster of facilitators drawn from within our global teams.



Remote



In-person

Training workshops can be delivered remotely; however, our global network of facilitators also means those who prefer in-person sessions can usually find facilitators from within their region.

Individuals and teams can access REDI in a number of ways:



### Open enrollment sessions

Individual participants can register to join global REDI workshops, which are offered remotely by the Global Gender Cohort on a quarterly basis in different languages.



### Personalized training workshops

Specific teams, Country Offices and projects can request tailored REDI training workshops. The Global Gender Cohort identifies appropriate facilitators and support planning so teams gain maximum impact from their sessions.



### Training with extended support

Teams can enhance their REDI training by including tailored support and accompaniment after the workshop ends. This may include management debriefs, action planning or ongoing learning support from the REDI facilitator.

REDI is inclusive, which means it's not just for CARE staff. Our facilitators can support any team – from partner organizations, donors, private companies and more – wishing to promote diversity, equality and inclusion among their staff. Specific packages of support can be developed which are tailored to individual needs.

**By taking this course, participants are already committing to their own personal journey toward being an advocate for social justice. Join us in supporting more and more teams to take this step.**

**For more information contact:**

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