



INSTITUTE FOR INTEGRATED TRANSITIONS

Equity, Diversity and Inclusion Statement

Equity, diversity and inclusion are core values at IFIT and intrinsic to our mission to help fragile and conflict-affected states achieve effective negotiations and sustainable transitions out of war, crisis or authoritarian rule. The more equitable, diverse and inclusive the negotiation or transition process, the more each actor can contribute to successful and sustainable outcomes that benefit all. Although IFIT is just one of many actors in any negotiation or transition process, we believe that we should always strive to model internally the values that we are promoting externally.

'Equity' refers to our commitment to the fair and respectful treatment of all individuals. It encompasses the reduction of unfair barriers and arbitrary divergences in opportunities and outcomes for diverse communities, conscious that such barriers and divergences are often rooted in historical and contemporary injustices and disadvantages of the particular society.

'Diversity' refers primarily to the breadth of the demographic mix in IFIT's staff and global network. It involves recognising and respecting each individual's unique qualities and attributes, and focuses particularly on groups which are underrepresented in IFIT. In addition to the importance of ensuring diversity in terms of qualities and attributes such as race, gender, religion, ethnicity, sexual orientation, economic background, age, language and physical ability, IFIT also seeks to ensure diversity of ideas, experiences, education and skills; these are critical to our ability to devise original and creative strategies for inclusive peace, democracy and transition.

'Inclusion' refers to the process of ensuring an environment in which everyone feels welcome and respected, and focuses particularly on groups that remain underrepresented in IFIT's staff and global network. It involves the creation of conditions in which everyone has the opportunity to participate meaningfully in IFIT's work and in which each individual's talents are valued.

IFIT is committed to the application and continuous refinement of internal policies and practices that advance this vision of equity, diversity and inclusion, and will do so in harmony with other relevant and complementary institutional goals and commitments.