FY07-12 DIVERSITY AND INCLUSION STRATEGY: ANNUAL UPDATE

Report to the Board of Executive Directors from the Human Resources Committee

Meeting of December 8, 2010

On December 8, 2010 the Human Resources Committee (HRC) discussed the FY07-12 Diversity and Inclusion Strategy: Annual Update.

The Committee noted this was the third annual update and appreciated that the candid and well-written report outlined the key issues in diversity and inclusion in IBRD, IFC, and MIGA. Members acknowledged the slow but steady progress made on this complex agenda. They also noted that low turnover and flat budget environment continue to constrain the pace to further diversify the workforce. Although members appreciated the added data on education, it was suggested that more needs to be done to ensure diversity of academic background. Members echoed the Staff Association that if one “fishes in the same pond, one brings in the same fish.” Members sought more information on criteria and selection of Nationalities of Focus (NOF). Although the sub-national minority programs were welcome, some members cautioned on creating a new class of hires.

*This report consists of staff notes of the discussion and is not an approved record.*