



ORGANIZATIONS IN SOLIDARITY

STANDING AGAINST RACISM AND DISCRIMINATION

2021 SURVEY REPORT

August 2022



WOMEN OF COLOR
ADVANCING PEACE,
SECURITY, AND CONFLICT
TRANSFORMATION

VISION. EMPOWERMENT. PERSEVERANCE. UNITY.

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INTRODUCTION

We are happy to continue to bring you this survey of the organizations and individuals who continue to stand in solidarity against racial injustices. The survey and work of Organizations in Solidarity (OIS), a WCAPS initiative, strengthens the ongoing work of WCAPS and our partners. As individuals and organizations that work to promote global peace and security, national security, and foreign policy, we are acutely aware of how racism and discrimination obstruct our goals.

The goal of this survey is to provide an update of the activities that organizations and individual who signed the Standing Together Against Racism and Discrimination Statements, US and UK WCAPs, that launched in June 2020. They are committed to implementing the commitments within and beyond their organizations.

In this report, you will gain an appreciation of trends in the data and an understanding of how organizations are moving forward in fulfilling the 12 commitments in the Statements as well as what challenges they are encountering in doing so. We will then continue to conduct surveys of the OIS members on an annual basis. We would like to thank Daniel Aku Amboson for his work on data analysis, drafting, and design for this report.

We hope that you feel informed after reviewing this information and work with us to increase visibility and ways to reduce racism and discrimination that may be found at organizations.

To truly combat racism and achieve our mission of peace and security for all, we must be willing to work on this issue every day. We commit to do so and to hold ourselves accountable.

Sincerely,

Maleeka Glover

Dr. Maleeka J Glover

Interim Executive Director
Woman of Color Advancing Peace, Security, and Conflict Transformation (WCAPS)
Organizations in Solidarity (OIS)

DATA SUMMARY

This report highlights the activities of organizations and individuals who signed the Standing Together Against Racism and Discrimination, US, and UK WCAPs statements that launched in June 2020. They are committed to implementing the commitments within their organization and activities.

The goal of the 2021 reporting survey is to track changes, and trends, to highlight the efforts to combat racism, and discrimination, and to promote diversity, equity, and inclusion in respondents' spaces. It also details the challenges in implementing the 12 commitments.

This report is a combination of 2 surveys, The first of which was delivered to the organizations after 6 months to track their progress focused on the challenges in implementing the 12 commitments and plans for the following year, and the second which was delivered after 12 months contained questions on implementing the 12 commitments and other activities by the signed organizations. In Total, there were 61 respondents to the survey. 25 respondents did not participate in the 2020 baseline survey but signed the statement, joined working groups, and began implementing the 12 commitments during the intervening time.

The responses documented have been edited and anonymized to protect the identity of the respondents. Responses have been categorized to enable easy navigation and a clear understanding. Key changes have been highlighted on some questions to show the comparison between the baseline and this report (2021 reporting survey).

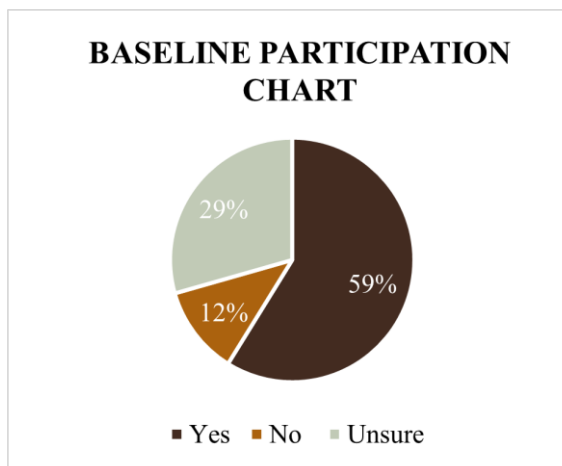
SECTION 1

This section includes details about the participants of the survey and perceptions of the twelve commitments. This includes what kinds of respondents are represented, and their work focus.

1.1 SURVEY PARTICIPANTS' BREAKDOWN

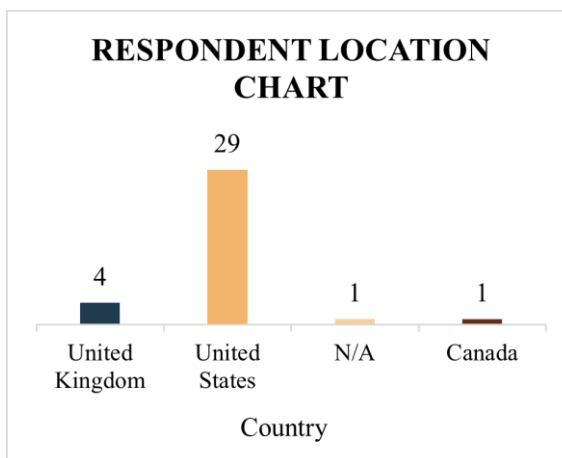
Did you participate in the 2020 OIS Baseline Survey?

The response of 34 participants was collected for this question, 59% of which participated in the baseline survey. 12% did not participate and 29% were unsure. Of the 29% who were unsure, none was confirmed to have participated in the baseline survey.



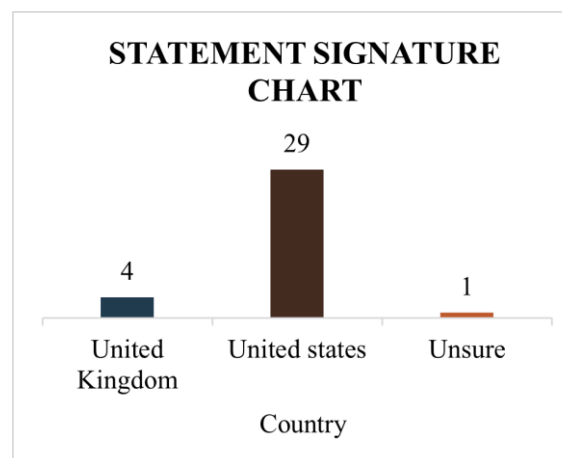
Which country are respondents from?

The bulk of the respondents are organizations in the United States (29), with 4 organizations in the United Kingdom and 1 in Canada. This provides an overview of the reflection of the responses. They will be representative of organizations/individuals in the United States.



Which WCAPS Statement did you sign?

Most of the respondents are in the United States therefore they all signed The WCAPS in their country. Only one was unsure of the Statement they signed, with 4 organizations signing in the United Kingdom.



Did you sign the WCAPS Statement as an individual or an organization?

Response	No
Individual	5
Organization	29

Please indicate your organization's type:

Response	No
Foundation/Philanthropic Organization	4
Think Tank	3
Academic or Research Institution	1
Non-governmental Organization	5
Other (please specify) <ul style="list-style-type: none"> • Non-profit affiliate group 	

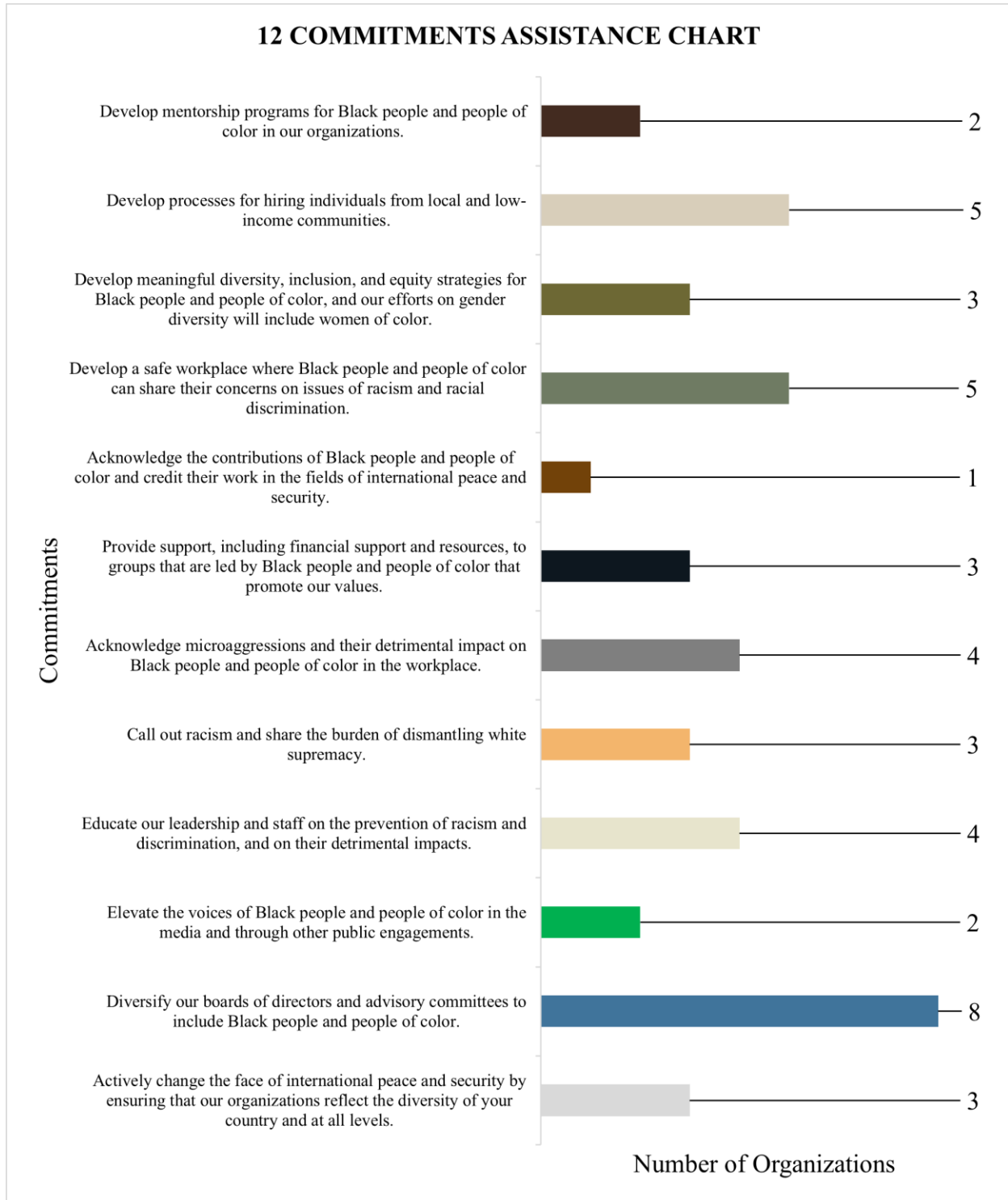
Please indicate the mission of your organization:

Response	No
Foreign policy	2
Peace and Security (including Women, Peace, and Security, and UNSCR 1325)	2
National security	1
Civil and Human Rights	1
Other (please specify)	8

Others:

- a. International Peace, Security, Education, and Democracy.
- b. Environment and National Security/Foreign Policy.
- c. Peacebuilding and Human Rights.
- d. National Security and Defense.
- e. Government & DEIA
- f. Democracy and good government with a significant focus on national security.
- g. Education.

1.2 OF THE 12 COMMITMENTS, WHICH DO YOU FEEL ARE MOST CHALLENGING AND WITH WHICH YOU WOULD LIKE MORE ASSISTANCE?



The table below compares the top 5 challenges as reported by organizations in the 2020 baseline survey and 2021 reporting survey:

KEY CHANGES		
	Baseline Survey	2021 Reporting Survey
1.	Develop Processes for hiring individuals from local and low-income communities.	Diversify our boards of directors and advisory committees to include Black people and people of color.
2.	Actively change the face of international peace and security by ensuring that our organizations reflect the diversity of your country and at all levels.	Develop Processes for hiring individuals from local and low-income communities.
3.	Diversify our boards of directors and advisory committees to include Black people and people of color.	Develop a safe workplace where black people and people of color can share their concerns on issues of racism and racial discrimination.
4.	Acknowledge microaggressions and their detrimental impact on Black people and people of color in the workplace.	Educated our leadership and staff on the prevention of racism and discrimination, and their detrimental impacts.
5.	Develop meaningful diversity, inclusion, and equity strategies for black people and people of color, and our efforts on gender diversity will include women of color.	Acknowledge microaggressions and their detrimental impact on Black people and people of color in the workplace.

SECTION 2

This section details the survey participants' responses to the following questions focus on their approach to the 12 commitments at the core of OrgsinSolidarity.

2.1 PLEASE SHARE WHAT YOUR ORGANIZATION IS DOING REGARDING EACH OF THE 12 COMMITMENTS:

1. *Actively change the face of international peace and security by ensuring that our organizations reflect the diversity of Black people and people of color at all levels.*

Internal Policy

- Our organization is committed to building a workforce that is representative of all dimensions that make each person unique. We are committed to building, nurturing, and sustaining a workplace that practices equality. We envision a culture where all employees can contribute their very best and work effectively together without regard to race, ethnicity, physical ability, sexual orientation, religion, gender, job position, or education level. We recognize that Inclusion must be a part of recruitment, retention, promotional considerations, and training. When we ensure an inclusive environment, we also ensure that we have a culture that is inclusive for all staff at every level.
- By effecting change at the micro level, we hope to have an impact within the space we work at an international level. To start bringing about this change we first need to educate ourselves on our role in structural racism within our immediate environment (the UK and academia), and structural racism internationally in the field. To do this we established a monthly reading group where we reflect on texts, the issues raised, and where we see these issues in our work environments and lives and map these onto our thinking about how we can make our organization equitable, diverse, inclusive, and reflective of Black people and people of colour at all levels.
- We have a small staff, and our most recent staff hire is our bilingual (Spanish-English) community organizer. This position began several years ago as an experimental move with a small grant; we have made it permanent. DEI to us is involving communities who have been left out of decision-making. Some take leadership positions in our organization; others we help place in larger organizations where different kinds of leadership opportunities exist. For example, legal summer internships at our

organization involving individuals of color in environments law schools typically result in our help placing them in other positions; our group has one part-time staff attorney who has been with us for many years. While it is difficult for a small group to answer some of these questions, we can say that we have consciously over the years involved people of color (female and male/younger and older/lower income and not) in our activities and brought them into leadership positions on our board, including African-American, Asian-American, Native American, Latin and mixed heritage individuals who are dedicated to the group's mission and bringing it forward.

- For us, there is important work to do both in our internal systems as well as campaign work. On the internal systems, we're looking at our hiring processes to ensure that we're reaching new communities - and through our proactive equity strategy making sure we're building an organization that will support people from diverse backgrounds once they are in the organization too. In terms of our campaign work, centering the voices of impacted communities and, BIPOC communities is something we're striving towards - this includes amplifying voices from those communities on social media, and centering the voices of impacted communities in discussions.
- We have been working for several years to increase the diversity of participants in our education and training programs and have made meaningful progress that we seek to build upon further. Since 2007, our annual high school training program has included public schools in Southern California, where over 90% of students are Hispanic/Latino. Many program participants ultimately become first-generation college students. More recently, in 2016 we added similar public schools into the program. Since 2013, 11 different Japanese high schools have also participated in the program. At the undergraduate level, we are working to establish partnerships with several HBCUs. We are working with Howard and Trinity to encourage students to apply for our paid summer undergraduate fellowship program, including by working with other organizations recruiting to create partial MA scholarships for those students selected for the summer program. We are also working to establish a new program for fall 2021 through which we would offer a free virtual weekend workshop to selected undergraduates from HBCUs, and pair that introductory workshop with scholarship opportunities at partnership organizations. Taking lessons from our other programs for youth, we think opportunities like this can help:

(1) Overcome the challenge of seeing oneself in any career by helping students to understand the nature of the possible; and

(2) Overcome financial and access barriers to participation.

We also have attracted many people of color to our various short courses, which are held regularly in Mexico City for younger diplomats, government officials, and scholars in Latin America and the Caribbean, in Vienna for representatives from the developing world, and Women STEM in Africa. In early 2021, we completed our third short course for Women in STEM in Africa, which attracted participants from over 20 different African countries.

Recruitment

- We have begun to formulate recruiting strategies around positions in these areas to attract and retain more diverse talent. Our DEIC is working on developing policy recommendations for the organization to adopt. We have also begun to engage and consult with a more diverse cadre of consultants and colleagues.
- We have transparent hiring and pay structure with better-than-industry benefits. Every position we hire has a salary range listed and a diversity statement. We are experimenting with ways to encourage candidates of color further and from other diverse backgrounds to apply. In addition, we provide a competitive, generous benefits package (paid holidays, vacation, a wide range of leaves, schedule flexibility, physical and mental health care, etc.).
- Committing to building a diverse workforce that reflects our international relationships but recruiting, developing, and designing solid succession plans.
 1. Expand recruitment efforts for both staff and paid internship positions to include HBCUs and, more generally, universities outside of the Washington DC area.
 2. Recruiting black women or women of color to fill two open board positions.
- When we are hiring, we blind all identity markers from resumes and cover letters to help address conscious and unconscious bias and we ensure that the final candidate pool is diverse across a set of characteristics (gender, race, age, education, sexuality, etc.). All the speakers at our external and internal events/convenings/programs are at least 50% non-White and non-male. DEI is enshrined into both our org mission, goals, and activities (these are what we based our annual staff performance reviews on, so there's accountability). We have a specific DEI goal in our strategy (alongside the DEI goals we

have woven throughout our mission and strategy): "We will integrate and center DEI in our policies, practices, and programs, and support our members to do likewise in their institutions. We will continue to elevate conversations that disrupt the traditional practices and mobilize our members towards more just and effective practices. We will do this by Broadening the base of advocates for DEI; Continuing to restructure the Annual Meeting to be diverse, equitable, and inclusive, using a DEI mindset in the planning process, curation of content, and structure and operations of the event; Providing our members with capacity-building resources and support, so they might adopt practices with to increase diversity, equity, and inclusion, and shift their internal and external work to be more equitable; Embedding a DEI lens into internal and external choice points; Developing creative, authentic, and culturally-responsive strategies to increase diversity on the staff team and Steering Committee; and Attending to potential partnerships, unlikely allies, and strategies for field-building.

- Annual statistical reporting on staff diversity. Our strategy requires the representation of BIPOC candidates for each role. Regular evaluation of recruitment results. In 2018 and 2019 two-thirds of all vacancies were filled by people of color; in 2020, all vacancies were. Elevated the institutional objectives of race/gender equity in our interviewing process. For senior roles, we partner with search firms that can deliver a pool of diverse candidates. Temp-To-Perm positions; work with the referring agency to identify BIPOC candidates. Over 80% end up employed at the Fund –usually for administrative and support roles

External Support

- Since our July submission to Orgs in Solidarity, we have focused on three main activities: hosting media training for our members and other interested parties; hosting online speakers' events and hosting an online Festival. Throughout organizing these events, we have sought to include diverse perspectives, include speakers from diverse backgrounds, and advertise our events to varied and diverse audiences. We are currently working on a survey to monitor the diversity of the speakers at our online events and conference, and the attendees of our media training session
- Our organization is committed to providing leadership and mentorship opportunities to our affiliates and members of color throughout the federation. This is especially true for one of our programs focused on, young doctors, and women who have not previously had

leadership positions. Our organization has about 60 affiliates throughout the world, each with its internal structures and leadership roles. We stay closely connected with our affiliates to provide international speaking opportunities, uplift the work they are doing, and see how we can connect them with our national or international partners to advance our mission.

- In 2021, we launched an Initiative to support young rising stars in foreign policy who align with our values. The group is currently majority BIPOC. We worked to get the application for 2022 out to diverse communities across the country, connecting with HBCU alumni associations, state schools, and other civil society activists in cities outside of DC and New York.
- We established an advocates' network that currently includes 27 activists from 20 different countries across 5 continents. The advocate's network will provide peer support and professional development, connect young people to "high-level" spaces, support institutions to meaningfully include diverse youth representatives and delegates in peace and security initiatives, and raise the profiles of youth as experts in peace and security. Our organization has already facilitated the participation of 3 peace activists in international forums. The network was formed in December 2020 and our recruitment process centered DEI principles throughout. Examples of this include our communications and outreach strategy which generated applications from candidates in 50 different countries, our application reviewing process which accounted for barriers to participation and prioritized diverse experiences, and our initial communications to members which articulated our commitment to equality, diversity, and inclusion and creating a safe, respectful, and constructive space for discussion. We are currently working with members to develop the structures, processes, and principles that underpin the and ensure that our ways of working, and activities reflect the priorities of the people it aims to serve. As part of this process, we are holding several workshops to discuss key themes - this includes a workshop on equality, diversity, and inclusion, and a workshop on designing the working principles of the network.
- We are partnering with high school programs in Newark, NJ to provide international affairs education and mentoring. We are partnering with pipeline organizations to provide opportunities to our BIPOC students.

Advocacy

- Our organization is working to increase the diversity of organizations in our field in several ways. At the heart of our work is centering the experiences and expertise of survivors of nuclear weapons use and testing, who are disproportionately from communities of color and indigenous communities. We value their expertise and work to highlight perspectives and work from these communities. We believe that it is essential to shift the conversation about nuclear weapons from one that is focused on deterrence theory to one that centers on the humanitarian impacts of nuclear weapons and values the voices of all those who have experienced nuclear harm. We also have a paid internship program, and we prioritize applicants from diverse backgrounds. We have received a grant for 2021 to develop a network of communities impacted by nuclear weapons use and testing around the globe, to facilitate communication and sharing of resources among individuals and organizations, and to amplify their voices and experiences at important international fora and in the media.
- Our organization disrupts the current model of international peace and security (led by academic elites mostly from the Global North) by amplifying the voices of local peacebuilders from the communities they support who are mostly in the Global South. From within our internal structure, we will continue to encourage and prioritize BIPOC voices in the recruitment process of interns, staff, and board of directors.
- Our most recent research on partners, has a strong connection to ensuring that local and national organizations are elevated in critical conversations around risk management. Local and national organizations (L/NNGOs) in the humanitarian sector are often led by black people and people of color. We published a research paper: 'from the local partner's perspective' aimed at creating a space for local voices to be heard at the global level and starting a more inclusive dialogue within the aid community. It highlighted obstacles to the participation of L/NNGO staff and created a set of recommendations to ensure international and national security platforms are inclusive of their voice. We published a follow-up guide that builds on these first efforts. It highlights the importance of addressing biases in partnerships (including racial biases), questioning the 'western' vision of capacity, and provides advocacy tools to support NGOs get their voice heard. Our leadership serves as the co-chair of a platform. Through this platform and our own, we have both contributed to and developed campaigns and other content aimed at diversifying the sector. We also work hard to ensure a diverse range of experience, expertise, and opinions are included in all our activities, including

participation in research, peer review working groups, and contributors to our guides and tools. We are actively seeking to engage with young professionals in the global south to increase awareness of career opportunities in security risk management within the humanitarian sector. We have also discussed this during our forums and have encouraged our members to take good practice and think about how they can contribute to furthering this change.

Participation

- We are actively participating in the broad range of activities sponsored by WCAPS; we are also actively recruiting Black people and people of color to open staff positions and for our Board and are partnering with a small group of HBCUs to recruit for our internship program.
- We are incorporating publications from Black people and people of all colors, races, and ethnicities. We have revamped our board with new diverse members and are adding Black and people of color to our board. We are also welcoming collaboration with Black and people of color, as well as organizations that foster meaningful DEI and focus on diversity. Finally, we are working to advertise open positions to the Black community and diverse communities as well.
- Working off the organization's review of movement leaders and recognizing the lack of diversity, especially at the senior levels, we are building out a strategy to grow the movement and engage new voices with a specific emphasis on outreach to people of color. Over the past few months, a project working to develop a set of effective solutions to nuclear dangers facing the United States – has welcomed two professionals of color as members. Our focal point for OrgsinSolidarity is working with the Diversifying the Field group, specifically on a pathways matrix to guide young adults on both the potential career paths and points of intersection in the related fields.

2. *Diversify our boards of directors and advisory committees to include Black people and people of color.*

Actions/Activities

- We set a goal in 2019 to increase the racial diversity of our board as it expanded (from 1:3 to 1:2 or better). In 2019 and 2020, we doubled the size of our board and flipped the racial make-up to 4:3 BIPOC: white. Diversity is a constant element of our board recruitment strategy—and an ongoing commitment of the board. Additionally, we will be looking to add 2-3 new board members later this year to expand on the diversity of the board.
- Our board is actively engaged in self-assessment and learning efforts to deepen its knowledge and skill on racial equity issues. The Governance Committee of the board is in process of defining its efforts to increase the diversity of the board. We are also thinking through ways we can build on historical and current efforts to increase diversity in our National Advisory Board.
- Our current DEI statement is a provision that we are committed to seeing regional diversity and gender equity within our Board of Directors. Our Board of Directors is comprised of leaders within our international federation, and representatives of our 60 affiliates. Within our Board of Directors are Regional VPs, who serve as full Board members and are in close contact with the affiliates within their region. In addition to Regional VPs, we encourage members throughout the world to run for the Co-President and At-Large Board positions.
- The Director, with the support of the staff, has committed to radically diversifying the membership of the Advisory Board. Only one of the current members is black, a figure which we acknowledge is entirely unacceptable. The commitment to diversify is genuine and will be achieved in 2021 with the end of many members' terms of office. The diversification of the Board, in racial but also age and geographic terms and socio-economic terms will be accompanied by a positive reframing of its role. Individual research projects run by our organization also have Advisory Boards. This Board, created in 2019, is far better aligned with our organization's ethos and approach. The Board is formed of international experts and practitioners in issues of gender, peace, and conflict, many of whom are from and based in conflict-affected countries; eight members of the Board are black people or people of color.

- During this past pandemic year in particular our staff, board, and active membership have participated in numerous car caravan protests and outdoor rallies organized by Black Lives Matter and affiliated/related racial justice organizations. While contact has been more constrained than it would have been in a non-Covid year, several board members identified Black persons interested in nuclear weapons and environmental justice who wanted to know more about our work. Similarly, members of our staff, board members, and core volunteers joined local racial justice organizations. Out of this synergy, our group was happy to welcome a Black person we had not known previously to serve on our board this year. Small steps by a small group, but over the years we have welcomed Latinx, Native, Black, Asian, South Asian, and mixed-race individuals to our board and other leadership positions. We are all working to do more.
- We conduct Board training on bias, microaggressions, and dismantling of white supremacy, Annual statistical reporting on board diversity, and Active recruitment of non-family trustees from communities of color
- We have developed a document with the following commitment: Our Commitment to Diversity, Equity, and Inclusion The profound challenges of our moment cannot be met without increasing the diversity of background and perspective of our Governing Board. Data shows that homogenous boards have blind spots that obscure incoming risks and areas of opportunities. We are determined to improve diversity along the lines of age, gender, race and ethnicity, sexual orientation, gender identity and expression, and location. We are less far along on race and ethnicity than we are in improving diversity in the other categories. No one person will lead to a more diverse board, but together, we are committed to moving intentionally toward greater diversity so that we may better represent our growing audience and more powerfully advance our mission that affects all humanity.

In Progress/Development

- We have started having conversations at the governance level about diversifying the board. This is in the early stage, but our board is working on forming a DEI committee that will lead the charge in this area. In the meantime, so far, we have increased by one the number of Black board members.
- We established a Global Advisory Council which is mostly represented by folk from the Global South. The council will advise us in our efforts to highlight the work of local

peacebuilding. The members of the Board grow more diversified by adding three members in both our UK and US boards with BIPOC backgrounds in the last year.

- We plan to create a constitution for our organization to clarify the governance mechanisms of our group. However, we were not able to do so in the period since our initial submission to OrgsinSolidarity. Since July, we have used our online events to promote and connect with new-to-us experts in our field, particularly Black people, and people of colour. For example, we have hosted events on indigenous perspectives on science and technology, colonialism, and Artificial Intelligence (AI). As our work continues, we will continue to engage with our past event speakers. We have also begun to promote membership of our parent organization to spaces with greater diversity than our organization's current audience. However, we have identified that we could do this to a greater extent and plan to incorporate this activity into our work moving forward.
- In 2020, we went global. Our new global position has enabled us to engage with more diverse people. Currently, our steering group (board) is reviewing additional strategies aimed at diversifying itself and that of the sector. At present, the humanitarian security sector, at the HQ level, is predominately white demographic, and consequently, this limits our ability to incorporate POC into our Steering Group as there is a limited selection of candidates. We are very aware of this and have had discussions with the steering group and we understand the need to develop more creative ways to incorporate more POC.

Not Available/Applicable

We are a volunteer-run organization that works collaboratively and non-hierarchically. The core team is made up of young co-founders, who due to the context in which we were established are mostly from countries of the Global North, mainly middle class, majority white, cisgender, and able-bodied. Our core team members work on the project voluntarily alongside other employees. In 2020, we carried out a recruitment process and brought in 2 Equality, Diversity, and Inclusion Champions and a People Champion to enable us to further strengthen our DEI approach. Whilst we worked hard to ensure that DEI principles shaped our recruitment and onboarding process, we have also taken lessons from this initial recruitment round to inform future recruitment. Given the voluntary nature of our organization, the pressures of the last year on many people, and several other challenges, we, unfortunately, were unable to retain these team members. We remain committed to re-recruiting for these positions given their work is

central to our mission as an organization. Acknowledging the lack of diversity among our core team members, we plan to expand our team in 2021 which will put DEI at the center of the recruitment process. In addition, there is also the wider community of contributors, as well as the newly established Network that unifies activists from different countries and 5 continents and partners who we work with to advance our mandate and our newly established Research Group which includes a diversity of young people from 7 countries.

3. *Elevate the voices of Black people and people of color in the media and through other public engagements.*

Actions/Activities

- I crafted grants that would elevate community leaders representing black, Native American, Asian, and Hispanic populations. I also advocated for those organizations to receive some of the grants we received for their participation.
- We have actively included the voices of people of color in our ongoing online events. We also promoted media training we held in the autumn in spaces with greater diversity than our organization's current audience, such as through WCAPS-UK. However, we specifically need to work to elevate the voice of Black people in our work. We should also enhance our engagement with affinity organizations in STEM to ensure any future training and engagements reach diverse audiences.
- We have implemented a policy that any employee appearing on a panel must ask who else will be on that panel and note that the panel should be gender-diverse and racially diverse. When the panel is not, we expect that our employees will express the importance of diversity to the panel organizers and use their judgment on whether they should decline to appear on the panel. We will also be tracking data on panel appearances to see what we learn.
- Our organization continues to bring diversity to our panels and outward events. For example, in 2019 we held an international Essay contest and of the 12 finalists, almost all were people of color or Black people. We strive to be continually diverse and are incorporating this into our current programming, publications (both member publications, and announcing calls for publications in diverse areas and on diverse platforms that will reach Black people and people of color), and our flagship events.
- We host conferences, workshops, roundtable discussions, policy and practice-oriented seminars, and a range of open public events, many of which have been designed to consciously give a platform to or amplify the voices of underrepresented people, specifically black and minority ethnic people. Most of our events from 2015 – 2020 have featured speakers who are black people or people of color. In the previous year, we were rightly criticized for hosting an all-white panel, which prompted an internal discussion of the need for a policy to ensure that our action matches our positive intention. In 2020 this was formalized – all panel events must feature at least one black person or a person

of color. We have a goal to actively address the issue of equality and diversity regarding events, and to this end have introduced a monitoring system for public events in which speakers are requested to self-define their racial/ethnic identity. Our organization also hosts a Blog, an academic space that seeks to make a gender analysis of peace and security available in an accessible way for a wide readership. The editors of the blog are committed to this being a space for academics, practitioners, students, and authors that is inclusive and reflective of the society within which we work. Recent blogs for example have been written by Lebanese, Yemeni, Indian, and Sierra Leonean women, and allies working to build peace and equitable societies in their reflective countries. Other blogs have included important topics such as a focus on intersectionality, raising questions on who is allowed to speak and who is heard, and the intersecting structures that lead to, and maintain violence; as well blogs that reflect on our agenda, including a recent blog looking at the exploitative working patterns between the Global South and the Global North and how racism is embedded in the international system within with we work.

- Our main media spokespeople are staff: a female director, a gay male staff attorney, and a bilingual Latinx community organizer. Our board members often handle media questions at events we do. Board members also handle speaking engagements (often paired with a staff person), from talks to religious groups, to peace groups, to Rotary and Lions Clubs, and more. We are beginning discussions about how we can better elevate more board voices in more venues; this will naturally involve more diverse voices. In a small group with a small staff, it is difficult to formalize and implement new programs - but formalizing more speaking engagements for diverse staff and board members (in front of other groups and media) is the next step for us.
- We launched a column with a partner for our members. It's an opportunity to put young, new voices out in the media. We are closely tracking the diversity of authors and encouraging BIPOC members to publish. Our communications team, which works to elevate our brand, and our leadership (BOD and Advisory Board) are closely tracking the diversity of speakers, authors, etc. this year.
- One-quarter of our op-ed placements from volunteers were written by Black authors. Two-thirds of our Spotlight blog articles featured women of color. We hosted a one-panel event in 2021, and three out of five guest speakers represented non-white

perspectives. Half of the Members of Congress we interviewed for Facebook Live conversations were women of color.

- This commitment is being integrated into our goals related to programming and communications. We can provide more details once our goalsetting process is complete. Otherwise, we featured an award-winning author, in a recent public event to foster inclusive dialogue in our community. Our social media and e-newsletter strategy now prioritizes the sharing of BIPOC-written posts and publications that support our policy and organization goals.
- We host two annual forums for our members. This platform enables humanitarian security professionals to share expertise and network. We have also used our communication platform to share articles and blogs with our members and subscribers.

In Progress/Development

- We have completed the draft of our DEI Strategy Framework which outlines five outcomes that address: Culture, Representation, Programs & Outreach, External Relations, and Sustainability. Within this framework, we seek to address the 12 Commitments.

Not Available/Applicable

- We do not engage in media-related or external/public programs; if/when we do, however, we are calling out white supremacy and how it shows up in philanthropy. We have taken the pledge to not serve on panels that aren't gender diverse and call out race as well.

4. *Educate our leadership and staff on the prevention of racism and discrimination, and their detrimental impacts.*

Actions/Activities

- I joined a peer learning community that reflects on how our racialized identities were reinforced by society, how we continue to uphold them in our personal and professional lives, and how to slowly unlearn them. I will take what I am presently learning to our organization and even go so far as to suggest we pay for multi-session like this for the whole staff.
- We have been sending each of our managers to intensive training, a program that includes a focus on equity and inclusion. In addition, our board has recently formed a Diversity, Equity, and Inclusion committee. It is beginning to assess our entire organization to identify areas we need improvement and further education. This committee includes members of the senior staff (including the Executive Director and Chief of Staff). One aspect of the DEI strategy they create will be the inclusion of the full staff.
- We have a very small core, staff activity is in large part driven by our membership, particularly our President. The two core staff members and President have been intimately involved in the work described in this survey and in other activities to deepen their understanding of racism, discrimination, and their harmful impacts. Examples of this include participation in the 2020 Humanitarian Disarmament Forum which focused on diversity, particularly issues regarding race: engagement with various OIS working groups, etc. The core staff and President also meet regularly to consider performance on the commitments made in the last OIS submission.
- We continue, as we have for several years, to require that all new employees undergo training in basic concepts of diversity, equity, and inclusion. Our organization-wide committee continues to organize education via book readings and film watching with subsequent small group discussions, on roughly a quarterly basis. In 2020, we trained >15% of our staff to facilitate conversations on anti-racism and white privilege (with near-universal voluntary participation of our staff in these conversations). Most of our white staff are participating in monthly voluntary White Ally and Accountability learning groups. We are requiring all managers and supervisors to be trained before the end of 2021 on how to manage staff in ways that build racial equity and inclusion. We are

engaged in ongoing discussions in every department and program, most with outside facilitation, about how issues of racial equity can be improved in how we work together.

- Our organization acknowledges and uplifts the detrimental impact the use and testing of nuclear weapons has and continues to have on Indigenous people around the world. One way we connected this issue with racism in 2020 was to use the health route and discuss racism as a public health concern. The COVID-19 pandemic has exposed societal inequalities, like racism and poverty, which have always existed but are now more apparent than ever. Additionally, staff partook in a Forum, which focuses on racism and intersectionality. Our leadership and staff will continue to educate themselves and our network on the prevention of racism and discrimination, as it is a life-long process.
- Within our organization team there is a clear commitment to acknowledge and prevent racism, discrimination, and their impacts. Education within the team centers on the BLM and WPS reading group, led by a committed group of colleagues, and there is a genuine openness to engage in critical discussion and self-reflection around our practices and behavior. We aim to improve the representation, progression, and success of minority ethnic staff and students within higher education. We are committed to REC's 5 fundamental guiding principles: Racial inequalities are a significant issue within higher education. Racial inequalities are not necessarily overt, isolated incidents. Racism is an everyday facet of UK society and racial inequalities manifest themselves in everyday situations, processes, and behaviors. UK higher education cannot reach its full potential unless it can benefit from the talents of the whole population and until individuals from all ethnic backgrounds can benefit equally from the opportunities it affords. In developing solutions to racial inequalities, they must be aimed at achieving long-term institutional culture change, avoiding a deficit model where solutions are aimed at changing the individual. Minority ethnic staff and students are not a homogenous group. People from different ethnic backgrounds have different experiences of and outcomes from/within higher education, and that complexity needs to be considered in analyzing data and developing actions. All individuals have multiple identities, and the intersection of those different identities should be considered wherever possible. The 'People' strand of our Race Equity Framework focuses on the following actions:
 - a. Creating spaces to hear the stories and lived realities of minority groups and build collective understanding among the community (including but not limited to discussions on anti-Black racism).

- b. Targeting support for managers to engage with issues of race, racism, and allyship.
 - c. Conducting race-specific surveys and analyzing feedback from staff and students.
 - d. Publishing dashboards and annual reports of demographics and progress against priorities.
 - e. Proactively seeking to ensure recruitment of early career researchers and junior staff contributes to a diverse pool of talent for future progression.
 - f. Enabling progression/promotion through access to opportunities, sponsorship, mentorship, recognition, and sharing of citizenship work.
 - g. Creating an innovation fund to encourage and support new ideas and initiatives.
 - h. Targeted recruitment of BAME counselors and race-specific training for Safe Contacts.
 - i. Learning from anonymized studies to improve processes to address racial bullying and harassment.
- We have re-written our by-laws to ensure that racism and discrimination are punishable by expulsion from the group. As an international organization, our conversations are a little different. Including as many diverse voices as possible in our mentorship program ensures that there is a diverse group of voices that can help guide and support young professionals and students. We are trying to find as many diverse voices as possible to change the narrative, culture, and opportunities that are available to POC.
 - We completed a series of DEI training initiatives starting in 2019 that was discussed in the previous survey responses, and which included training on topics like allyship and the prevention of microaggressions. Since the last survey response, staff participated in a 2.5-hour anti-racism training, and in advance were required to complete several hours of training pre-work. We have also committed organizationally to explicitly looking at DEI behaviors as a part of annual staff performance evaluations. We are committed to building and upholding a workplace culture of psychological safety where microaggressions rarely occur, and when they do, they are not passively or actively tolerated by bystanders or management.
 - Every newsletter we put out has many pieces focused on "DEI"-related issues, like racism and discrimination; we have compiled a Google doc with resources on DEI-related issues, and we offer workshops to our members on DEI-related issues. One day

of our three-day Annual Meeting was focused on DEI-related content. And we offer workshops as part of the Annual Meeting focused on anti-racism or DEI-related tools. As part of our new two-year strategy, we are hosting a fall learning series on decolonizing peace and security philanthropy, and we're looking at how we can support DEI Action Labs to create spaces for our members to engage more deeply in their DEI work and hold one another accountable (and be support networks to one another).

In Progress/Development

- Our organization's International Steering Group and staff have begun to hold regular bi-monthly meetings to discuss our anti-racism work and educate ourselves on preventing racism and taking actionable steps to be an anti-racist campaign. We share resources to develop policies to take forward these goals. We encouraged all members and staff to attend the Organizations in Solidarity conference and learn from the different panels and workshops.
- We are coordinating with an organization, an all-staff anti-racism training covering topics such as institutional racism and implicit bias and giving staff foundational tools for further and continuous group discussions, education, and tool development/upgrade, such as the employee handbook. The DEI-dedicated working group will plan for additional educational opportunities and discussion groups -- both required and voluntary -- throughout the year.
- Our organization does not have a traditional leadership structure in place and maintains a flat organizational structure in an active effort to challenge exclusionary hierarchies. However, we hold space for reflection and education in its team meetings and are undertaking an internal audit, based on an intersectional feminist audit tool that measures all aspects of our operations (from how it makes partnership decisions to how it commits to constant learning as individuals).

Not Available/Applicable

- This is hard to answer for a group with one full-time and two part-time staff. It's not formal. As noted above, part of our education is with our bodies (and cars in a pandemic) by participating in rallies, protests, and other activities organized by Black Lives Matter and affiliated/related groups in our community. We are interested in figuring out additional steps.

5. *Call out racism and share the burden of dismantling white supremacy.*

Actions/Activities

- Last year, we worked with WCAPS and another Foundation to host a series of conversations, where we explored the role racism plays in crafting U.S. foreign policy. We hope to keep conversations like this going in the new year and use the lessons learned as we build out our policy stances.
- Following our organization's Black Lives Matter statement, we formed a sub-committee of our overall DEI Committee whose purpose is to devise and implement efforts in support of our OrgsinSolidarity commitments. Leadership routinely calls out racism both internally and externally, including publicly in the wake of the January 6th attacks by white supremacists on the U.S. Capitol Building. We have begun to liaise with our broader university more systematically on this issue as well and were instrumental in hosting a town hall in the wake of the January 6th attacks, as well as to investigate other ways to support faculty, staff, and students of color. Our Deputy Director is a member of the newly formed organization-wide DEI Taskforce, and one of its central focus areas will be anti-racism work at our organization.
- Our organization amplifies and is shaped by the experiences and perspectives of young, diverse people to challenge exclusive peace and security spaces and to push these agendas to be more inclusive and transformative of current power dynamics and colonial, patriarchal structures. Our organization uses its platforms to provide space for critical discussion around the issues of racism and white supremacy. For instance, our organization actively calls out racism through its opinion pieces, policy papers, and communication channels providing critical commentary on the racism and inequality apparent in the peace and security sector.
- Ongoing, mandatory all-staff training on bias, microaggression, and dismantling white supremacist patriarchal culture. Institution-wide race and gender Equity Audit and implementation of recommendations. New 360 professional feedback system with leading indicators that draw attention to power dynamics, inclusion, and equity. Formal and informal reporting mechanisms through Human Resources and DEI Taskforce
- We have been more intentional about including language in press releases and organizational statements calling out this rhetoric. We have created affinity groups for staff to have these deeply personal conversations in a safe space. We created a staff

community agreement that outlines how we will all work together, and we developed a guide for responding to oppressive behavior for instance when staff encounter racism and other forms of oppression outlining how the organization will respond.

- In highlighting the humanitarian harm of nuclear weapons, we also call out the racist disproportionate impact of nuclear weapons on people of color and particularly indigenous communities. We have highlighted this impact in numerous previous publications on the impact of nuclear weapons but are also producing a briefing paper on racism and nuclear weapons that explains the racist underpinnings of where nuclear weapons were detonated and who is allowed to have them. Our organization also calls out the dismissal of smaller countries from the Global South in dominant security narratives as “unimportant” when it comes to conversations on global nuclear policy.
- Along with active engagement in OiS, I recruit others to take part in OiS. I seek out Black-owned organizations or professionals of color at predominantly white organizations to come alongside them and empower them through my work as an intercultural consultant. When taking part in research, I make sure elements of dismantling White Supremacy are addressed. As I work with K-12 Educators working on their personal development, I address issues of WS and offer resources to help educate them (and myself) on these issues.
- Our management team is in active dialogue with our BIPOC affinity group to identify, prioritize, and implement changes to our operations and activities to promote a more inclusive work environment. We anticipate that some of these changes will require changes to existing organizational structures and processes. To be clear, we see this work as management’s responsibility, but also recognize that BIPOC input and perspective is critical to ensuring our efforts are focused on the highest-priority activities."
- Our organization is supporting platforms within our organization that is working to call out racism. We support the Decolonising our Collective, a collective of students, academics, professional services staff, and alumni working together to create awareness and encourage the practice of decolonizing across our organization. We also support and have helped to promote, the newly launched decolonization Hub.
- As noted, we are participants (and will continue to be) in rallies, protests, and other actions organized by Black Lives Matter and related/affiliated groups. (We have also been involved in wage justice actions and other related justice movements.) More

broadly, our organization is a member of the California Environmental Justice Coalition. CEJC is comprised of more than 70 organizations and First Nations from rural, suburban, and urban communities across the state.

- Part of what we're doing is showing up. When we see moments of racism we're speaking up, through statements and emails to our activists and fundraising to support organizations that are on the front lines. For example, for Thanksgiving, we sent our activists an email to help educate our activists about the history of violence and colonialism in this country and provided them with a list of resources where they could learn more with books, podcasts, etc. that all featured Indigenous voices.
- Through our op-eds and essays, we are attempting to redirect the conversation towards the root of hate crimes, that is, white supremacy. As an organization, we walk in the vivid realization of the deep-rooted impacts that white supremacy has on all aspects of our lives, particularly those concerning the international weapons trade. Recently we wrote an essay to make our stance clear on the true forces threatening our nation.

In Progress/Development

- We are actively developing programs to recruit more columnists and articles from authors of marginalized groups including black authors, authors of color, women, and those with non-dominant gender identities and sexual orientations.

6. *Acknowledge microaggressions and their detrimental impact on Black people and people of color in the workplace*

Actions/Activities

- We completed a full-day all-staff training in February 2020 on DEI topics, with a special focus on allyship, acknowledgment/repair/prevention of microaggressions, and other critical DEI topics. More recently, we have been working with a partner to put together follow-up training focused on microaggressions, since these types of training should be routinized to have long-term positive effects on workplace/classroom cultures. We are committed to building and upholding a workplace culture of psychological safety where microaggressions rarely occur, and when they do, they are not passively or actively tolerated by bystanders or management.
- Ongoing, mandatory all-staff training on bias, microaggression, and dismantling white supremacist patriarchal culture, Deeper dives into the impact of microaggression and white supremacist patriarchal culture in race-based affinity groups, Formal and informal reporting mechanisms through Human Resources and DEI Taskforce.
- I call it out when I see it. I also created a tile and posted it on LinkedIn as well as my website. Eventually, I'll add two more rounds to my series. When I offer IDI training, I address issues of microaggressions. I also prepared a social media tool to get the word out about Juneteenth and bills of interest and instructions on how to oppose/support a bill by contacting legislators.
- Our Executive Director participated in several initial working groups focused on preventing and addressing microaggressions in the workplace. We have also hosted training for all our senior staff in ensuring an inclusive workplace. However, this is still an area we need to do more work on and will likely receive additional focus as part of our board-led DEI assessment/strategy. In the last few years, we have adopted/updated our values and diversity statements. In addition, we have long incorporated but recently further emphasized the imperative for all of our staff to take on the work of educating themselves and others in inclusion, cultural difference, and behavioral impact (e.g., it is incumbent upon non-Muslim staff to guide others away from making joking and inclusive references to alcohol in a training, and to explain why).
- We have established a code of conduct for behavior at our events that explicitly addresses racism and what our response to it will be. Currently, all our events are online,

and we have readily identifiable moderators for each of these. We do need to ensure our Code of Conduct is referenced to attendees before each event. We also have clear grievance procedures and lines of accountability within staff contracts.

- We are approaching this in two prongs. The first is to educate those who might engage in microaggressions (intentionally or unintentionally). The second is to create stronger channels for identifying and addressing instances where microaggressions have occurred. To this end, we created in 2020 an external Program to provide staff with a confidential outside channel for raising concerns, and to provide management with the opportunity to identify problematic patterns of behavior that require intervention. We are also engaged in a deeper assessment of our HR practices, including how we can build stronger channels of communication and trust between staff and HR to support identification and addressing microaggressions or other problematic interpersonal behavior."

In Progress/Development

- As a small volunteer-run organization with a non-traditional organizational structure, we create and hold space for conversations around emotional wellbeing and actively try to provide opportunities for dialogues on these issues. However, we recognize that this is not enough, and we are working to include specific measures in our organizational policy to be actively implemented to ensure it is not tolerated or has a place in our organization.
- We're working with an equity consultant to provide in-depth training on this issue, we've also created a robust accountability process internally to help us identify these moments, address them, and create systems that prevent them from happening in the future.

Not Available/Applicable

- We currently only have two staff members, both of whom are white. However, as we look to hire additional staff, we are committed to maintaining our open-door policy for employee concerns. We have also committed to each attend a DEI training this year to better learn about microaggressions.

7. *Provide support, including financial support and resources, to groups that are led by Black people and people of color that promote our values.*

Actions/Activities

- While our financial resources are limited, we provide financial and non-financial support to our local chapter of WCAPS. One of our most important current initiatives involves our efforts to form partnerships with HBCUs that will provide paid internships/fellowships and academic scholarships to their students.
- We provide research and coordination support to all our partner organizations which come from over 100 countries around the world. We organize campaigner calls, create resources, and facilitate communication amongst all campaigners. In 2020, we provided small grants to organizations, many in the Global South and led by people of color.
- A significant portion of the groups we work with in our work with communities and our voting rights work are BIPOC led or staffed. This is, even more, the case in our work at the local and state level. Our work strives to "lift all boats" through strategic intervention, often focusing on amplifying underrepresented voices. BIPOC voices are often underrepresented at all levels (grassroots to White House). We provide training, communications consultation, and assistance in drafting/pitching/placing media content and analyzing the media and public opinion landscapes to these and all our partners.
- We have continued to support and collaborate with groups led by Black people and people of color e.g., WCAPS-UK. However, we will deepen this activity in the following six months and consider the scope for further activities such as joint events.
- Our organization works on security issues, democracy, and environmental issues. Across all three, frontline communities are disproportionately impacted and underfunded. Our efforts to support frontline organizations and communities have been focused primarily on the environmental space. Our organization has provided support to the creation of several networks, including significant direct financial support as well as fundraising support."
- In all our previous in-person international activities, our organization provides extra support and funding for our affiliates and partners who are located outside of the United States and Europe, in addition to those in those regions who need financial support. Our organization acknowledges that Black people and people of color around the world are

often left out of activities and events due to a lack of funding or access to support. As a small organization with a limited budget, we strive to support others as much as possible. If we are unable to financially support an individual or organization, we strive to with resources or other connections.

In Progress/Development

- We are in the early stages of designing the next phase of our Women's Initiative to include racial and ethnic diversity. Once complete, this effort will work to increase our grant making and programming intended to elevate the influence and leadership of Black people and people of color on nuclear policy issues. We have made some early grants in this area but anticipate making more in the coming months and years.
- This commitment is being integrated into our goals related to programming and operations/administration. We can provide more details once our goalsetting process is complete. Otherwise, as an organization, we have made donations and matched employee contributions to area racial justice funds.
- During the uprisings in 2020, we seconded two of our staff members for two weeks to the Black Lives Matter movement so that they could support their work. We also raised funds for Black-led organizations that are working to dismantle white supremacy. This year, in response to the violence against Asian communities, we've encouraged our activists to attend active bystander training, put out statements to condemn the violence, and encouraged our activists to donate to front-line groups.

Not Available/Applicable

- Our organization is intentionally non-incorporated currently to maintain a grassroots and flat organizational structure. Along with being a completely volunteer-run organization, this also means that there are no budgets associated with our operations, including programmatic or core funding. As we do not currently have funds committed to the organization, therefore we are unable to commit financially at this stage. Our approach to fostering our community is to provide compensation in other ways such as mentoring, leadership opportunities, publishing, etc. We work with individuals associated with our organization to find ways to compensate them for their labor in non-monetary ways, for example, through our advocates' network we are providing capacity building and networking opportunities to its members.

8. *Acknowledge the contributions of Black people and people of color and credit their work in the fields of international peace and security.*

Actions/Activities

- Our organization publishes op-eds, research topics, blog series, and other forms of expression from individuals and groups who are currently underrepresented in global decision-making processes, in peace and security, including but not limited to Black, Indigenous, minority ethnic, people of color, residents of the global south, disabled and LGBTIQ+ individuals. We have published the work of Black people and people of color and within all our research strive to reference, acknowledge, and build upon the work of Black people and people of color in the fields of international peace and security. In addition, we amplify the voices of Black people and people of color through its Advocates Network, which is a forum to raise the profile of young people working to make peace and security more inclusive and equitable. Currently, our advocates' network includes activists from different countries and continents and provides peer support and professional development, connects young people to "high-level" spaces, supports institutions to diversify youth representatives and delegates in peace and security initiatives, and raises the profiles of youth as experts in peace and security. A core tenet of this work is the recognition that young people all over the world are already carrying out important and transformative work in their communities, countries, and regions to support inclusive peace, the network is a means to amplify, acknowledge and value that work and their contribution.
- We are seeking out Black leaders and leaders of color for our podcast, panels, and other communications, highlighting their work and perspectives on how to reduce nuclear threats. We are providing platforms for those in the nuclear community talking about these issues, including recent podcast episodes featuring experts of color talking about their work and perspectives on nuclear security. However, we have not yet developed specific goals or ways to track progress.
- Internally, we implemented a 360-review process to give robust feedback to all employees. Externally, we revised grant making framework for the Peacebuilding program with an emphasis on equity and inclusion. we pledge to refuse participation in all-male and/or all-white panels. Supporting a network of activists, academics, and

practitioners exploring the linkages between domestic racism and U.S. foreign policy militarism

- A significant part of our mission and work is to promote and center the voices of women and people of color experts in each of the issue areas we work in. For example, we do not send experts' available lists out to journalists unless they include a wide diversity of spokespeople and dedicate a significant portion of our capacity building and media outreach to promote a more diverse pool of spokespeople. In addition, we encourage the experts we work with to refuse to present on panels unless they are diverse. This is one strategy for ensuring that the knowledge and contributions of diverse experts and advocates are acknowledged.
- Our organization continues to add to its existing resources by adding Black people and people of color work to the resource page. We also focus on having diverse panelists with Black, or people of color to share their work in the international security field. We also invite many people to publish and strives to invite Black people and people of color to publish in the blog and Policy Brief Series.
- As an international federation, our organization does its best to acknowledge and uplift the contributions of Black people and people of color and credit their work in the fields of international peace and security. From nuclear disarmament leadership throughout Africa to the Vietnam Protests led by Black activists in the United States, Black people and people of color have been pioneers in international peace and security. Our organization elevates the Campaigners and activists in countries around the world, most of which are in Latin America, the Pacific Islands, and Africa, who have signed and ratified the Treaty on the Prohibition of nuclear weapons. Without those activists and diplomats, we would still be following the status quo set by the nuclear-armed states.
- Our organization has three key publication outlets. Full credit is given to the authors of these publications and is promoted across our social media and through our networks. We also use our social media platforms to champion and acknowledge the contributions of Black people and people of color in the fields of gender, women's rights, justice, peace, and security studies.
- We provide opportunities for multiple conferences and competitions throughout the year. We consistently point to the accomplishments of POC including our mentorship program, our podcast, our Conference, and our working groups. Our most recent podcast

spent a significant portion of the time discussing the diversity of our team and elevating their voices.

In Progress/Development

- This commitment is being integrated into our goals related to programming and communications. We can provide more details once our goalsetting process is complete. Otherwise, we are commissioning from WCAPS members discussion papers for the conference being held collaboratively with WCAPS later.

Not Available/Applicable

- We don't do anything further beyond our policy around organizing diverse and representative events. This extends to publications where we aim to cite a broad and representative range of authors.

9. *Develop a safe workplace where Black people and people of color can share their concerns on issues of racism and racial discrimination.*

Actions/Activities

- Our organization (the DEI working group) is an open, opt-in group where all staff is welcome to participate in DEI efforts. We encourage communication to ensure there are multiple pathways to address any workplace concerns that may arise to accommodate a variety of staff communication styles and comfort levels and provide effective and accurate accountability for the organization.
- Fostering a workplace culture of strong physical and psychological safety where all people can thrive is a top priority and one which we made explicit through our partnership with an external DEI firm starting mid-2019, which resulted in organizational data gathering, training, the formation of an internal DEI Committee, and progress toward a DEI roadmap. DEI is a long-term commitment, but we believe the steps we have taken since 2019 and those on the agenda for the upcoming year are well-aligned with this and other DEI priorities. As a member of a DEI Taskforce, our Deputy Director is also advocating for new support mechanisms for black people and people of color, including ideas like the formation of Employee Resource Groups. We are also partnering with a non-profit specializing in violence prevention to create and implement a program for our campus. The program is a bystander intervention strategy designed to reduce power-based personal violence (PBPV) by changing campus norms.
- As a youth-run, feminist organization that works very hard to integrate intersectionality and anti-oppression into all our work, we have dedicated a significant amount of time to establish an organizational structure that fosters inclusion. Before the launch of our organization in late 2019, we spent almost a year working to establish a mandate, structure, and business operations model that pushes against the normative hierarchical structure found in peace and security. By doing this, we believe that we are not only developing a safe space for young people to find shelter, solace, and solidarity in a field that often erases their existence and expertise, but we are also changing the face of peace and security. This safe space is something that we take extremely seriously, especially for our community members who are Black, people of color, or face other systems of oppression and marginalization. While this will be a continuous learning and unlearning process for us, a few ways that we are working to create a safe

workplace for our whole community, and especially marginalized communities, include: Maintaining a flat, non-hierarchical structure that recognizes all community members as equal, and grants shared decision making power; Developing and implementing feminist working principles that guide all of our work - everything from how we operate to who we partner with; Centering of self-care and prioritizing individual and collective wellbeing over productivity; Being intentional about anti-oppression and DEI in all tenets of our work; Fostering collective ownership or initiatives by our community. We are using an intersectional feminist audit tool that measures all aspects of our operations (from how we make partnership decisions to how we commit to constant learning as individuals).

- We've learned that you cannot guarantee anyone's safety, especially in the workplace; what you can do is encourage a "brave" workplace, where BIPOC can feel "safe" enough to speak up on issues of racism and discrimination. We try to do this by providing anonymous feedback opportunities (like at annual review time) or through our "whistleblower" policy (which is not race-specific but includes an avenue of complaint and resolution). Overall, we try to create an inclusive workplace, so that folks of all races, sexual orientations, etc. feel able to speak up with their concerns.
- We have created affinity groups on staff and at our recent annual conference, we included caucus groups; both were to create safe spaces. Our DEIC will also work to foster a culture of inclusivity. We also developed a community agreement that allows staff to speak out when someone moves away from the agreement.
- As leaders of the organization, we talk openly and frequently about issues of racism, aiming to communicate to our staff (as well as the outside world) that our organization is anti-racist, anti-white supremacist, and living by that philosophy. We encourage open communication amongst our staff both verbally and in various written forms (e.g., our recently updated Employee Handbook now includes a written "open door policy" that we called out specifically to our staff when presenting the revision). And we expect a major area of focus in our board-led DEI assessment/strategy to be further ways to develop a safe workplace that encourages BIPOC staff to share their concerns and feel confident that we will act on them appropriately. We also ensure that a staff person who does not feel comfortable raising concerns or addressing these issues with their immediate supervisor can take their concerns to another member of the senior team, to our outside

HR consultant, or to the personnel committee of the Board of Directors, all of which include both women and people of color leaders.

- We have clear lines of accountability for staff and a clear grievance procedure. We have also established a code of conduct that explicitly addresses issues of racism and racial discrimination. We also have identifiable moderators at each of our events. We do need to ensure our code of conduct is highlighted to attendees before each event.
- We are creating stronger channels for identifying and addressing instances where microaggressions have occurred, via a new external Program to provide staff with a confidential outside channel for raising concerns and to provide management with the opportunity to identify problematic patterns of behavior that require intervention and an assessment of our HR practices. Our management team is in active dialogue with our BIPOC affinity group to identify, prioritize, and implement changes to our operations and activities to promote a more inclusive work environment.
- The Race Equity Framework outlines our approach to advancing race equity. Creating a truly inclusive organization is the first guiding principle of the current strategy. As part of building a more inclusive community, we have been developing an approach to race equity in consultation with our school community. The Race Equity Framework follows many conversations and extensive research that has taken place in recent years, bringing together meaningful action now with our School's longer-term strategic vision. The Framework is designed to build on work already underway, expand our actions further and keep us focused and accountable. It is organized into three strands (or themes):
 - A. Education– to make sure education reflects the diverse world around us and empowers students to shape more equitable communities.
 - B. Research – to make sure our school's research and knowledge engagement activities contribute to understanding race equity within and beyond.
 - C. Our People – to make sure policies and practices support racial equity and cultural change across our School.
- We've built a robust accountability process, we're investing in equity training for all our staff, we're building a proactive three-year equity plan, and, have committed to do another equity audit in 2023 so we can continue to grow in this area. In other words, our strategy here is to create a safe culture and when harm happens to be able to identify it and rectify it through the accountability processes.

In Progress/Development

- Ongoing organizational culture project, including:
 - a. Institution-wide race and gender Equity Audit and implementation of recommendations.
 - b. New DEI task force and appointed Chief Diversity Officer / Vice President for People and Culture -1:1 coaching by external consultant available to staff to address bias, microaggressions, discrimination, and white supremacist patriarchal culture.
 - c. Race-based affinity groups for deep dives into addressing bias, microaggressions, and white supremacist patriarchal culture
- This commitment is being integrated into our goals related to management and workplace. We can provide more details once our goalsetting process is complete. Otherwise, as one small step, we have made available to all staff (and governance) coaching hours as part of ongoing capacity-building and support. Anyone in the organization can reach out to the consultants for a confidential conversation about their concerns.

Not Applicable/Available

- We currently only have two staff members, both of whom are white. However, as we look to hire additional staff, we are committed to maintaining our open-door policy for employee concerns. We also plan to create a staff manual that will codify a reporting process for racism and racial discrimination.
- Since we are not a workplace, we have a different relationship with our members, who can just leave us at any time. Therefore, while we do not have formal channels for reporting racism, we need to be mindful of our members need to be heard and respected. This is something to work on in next year's Equity and Justice Work Plan.

10. Develop meaningful diversity, inclusion, and equity strategies for Black people and people of color, and our efforts on gender diversity will include women of color.

Actions/Activities

- We have sought to enhance the participation of BIPOC individuals in our education and training programs through new recruiting strategies, new paid opportunities for on-the-job training, and geographical expansion of our training activities to underserved regions such as Africa, where we have now hosted 3 large trainings focused on regional expertise-building.
- Currently we are following our host organization's diversity HR policy. At present, our host, has a basic 'equal opportunities' HR strategy however they are reviewing this to create a more comprehensive and impactful DEI policy which we will adopt. Moving forward, we are planning to incorporate the improved DEI policy as an essential standard that our current and future members will need to reach/ comply with to join our organization.
- We commit to enacting a more fully anti-racist/anti-oppression organizational agenda. We will more actively embrace and enact an anti-racist/anti-oppression agenda that centers on the concerns and leadings of people in oppressed groups. This work will build on previous progress and align with existing policies on community, equality, equity, and justice. More fully embracing anti-racist/anti-oppression principles will inform both our programmatic work with communities and partners and our internal work to embody our values as an inclusive and anti-racist organization. We commit to embracing gender justice and feminism. We will incorporate feminist principles in our organizational policies and practices, embracing values that are inclusive, interdependent, compassionate, empathetic, and rooted in human dignity. We will deepen our pursuit of gender justice in our programming. We will align these efforts with other anti-oppression work, including dismantling white, cisgender, and patriarchal privilege, both internally and externally.
- I work with individuals and organizations who use IDI (Intercultural Development Inventory) training, and this gives me a platform to address how the root of WS and racism corrupts our impacts. My very work lends itself to having conversations so people can practice suspending judgement and listening for understanding, self-reflection, etc. If framed in the right way, you give people hope, you open them to the

work they need to do personally, and you open their eyes a little wider, so they recognize racism when they see it.

- We believe that representation is one of the most important ways to change the narrative and, ultimately, our culture. We explicitly focus on amplifying underrepresented voices—particularly BIPOC voices and, in the peace and security space, the voices of women and women of color—through a variety of media and communications tactics like spokesperson training and pitching experts to journalists. Equipping more BIPOC people, including BIPOC women, with the tools, training, and confidence to speak for themselves and their communities gives them the power they are often robbed of. All the white staff on our senior leadership team will also be attending a training this fall.
- As an international federation, we always strive for meaningful DEI for Black people and people of color, specifically young women of color. We have opportunities for global leadership, including on our Board and within our affiliates. We encourage leadership roles across the federation, encouraging regional diversity and gender equity along the way. This is a topic that we will strive to include in our updated DEI statement.
- We are currently running reading groups to educate ourselves. We welcome and actively encourage members of our wider community to initiate challenging conversations to help provoke and develop our thoughts. As most of the staff team in our organization is not affected by structural racism, we think that this is an important step to take first if we are to go on to develop a meaningful diversity, inclusion, and equity strategy.
- Our staff, board, and core volunteers are led by women, including women of color. Women outnumber men in leadership positions. While we draw membership from our geographic community - and leadership in our group is more diverse than our overall community - we are still looking for ways to improve. Our methods are informal. Informal, however, does not mean "no process." Rather it means we discuss DEI at board meetings, strategic planning retreats, and other venues. Then we act. The informality is in the fact that we start by talking and looking at the resources we have and the people one or more of us may know. From that, we derive a plan and carry it out. There is no paid guidance.
- DEI strategies stand at the forefront of our work as we attempt to dismantle the euro-centric approach towards the weapons trade, and the white mask it operates under. Our core tactics are with the intent of amplifying the voice and valor of women and other

individuals affected by global conflicts and the weapons industry. It is with this intention that we establish our projects and eclipse them.

In Progress/Development

- Currently, we are at the stage of developing our DEI strategy expected to be finalized in the second half of 2021, which will be a mechanism that primarily ensures the increase in diversity within the organization, as well as defines specific accountability measures to address the cases of racism and discrimination. We will highly depend on the guidance and recommendations of the respective WCAPS working group on DEI that will support our work to fulfill the commitment under the Solidarity Statement. We also consistently work to remove traditional barriers, including having quotas in place to ensure DEI. We further plan to expand our team in 2021, where we will ensure that DEI is central to our recruitment and onboarding process.
- We have completed the draft of our DEI Strategy Framework which outlines five outcomes that address: Culture, Representation, Programs & Outreach, External Relations, and Sustainability. Within this framework, we seek to address the 12 Commitments.
- We are working on a formal DEI strategy, broadening recruitment efforts to ensure a more diverse applicant pool, and actively working to diversify the board of directors to include two women of color.

Not Available/Applicable

- Currently, we do not have a formal DEI strategy. A major priority for the next six-month period is to formally develop our strategy. To do this, we are working internally and engaging externally with the relevant OrgsinSolidarity working group. Informally, our DEI work for the past six months has been led by the commitments we made in our submission to the OrgsinSolidarity survey in July, and the reflections we had as a team when crafting our submission to the survey.
- Our strategy here is building a proactive equity plan that is bookended by equity audits that happen by an external consultant - our theory there is that gives us a holistic view into the organization and allows us to tailor interventions so that we can do this work genuinely and authentically.

11. Develop processes for hiring individuals from local and low-income communities.

Actions/Activities

- We provide pay or fair stipends for interns, undergraduate fellows, and graduate student assistants to reduce access barriers. When our office resumes in-person work post-COVID, we plan to look at ways to partner with local DC-based HBCUs to provide internships during the semester and/or summer for students who would find it prohibitively difficult, even with financial assistance, to move to CA for a summer undergraduate fellowship. While local hires are not always practical in a highly specialized field (especially in CA), we are actively working to reassess our job listings wherever possible to reduce unnecessary gatekeeping. For example, we carefully assess whether certain credentials (like an MA) are truly needed for certain entry-level positions. We are looking into ways to ensure our hiring listings reach more diverse audiences, including by participating in the WCAPS Job Board.
- Our co-founders are mostly from the global north, mainly middle class, majority white, cisgender, and able-bodied; by acknowledging these privileges, we are committed to self-reflexivity and opening our space and platforms to be more diverse and inclusive. However, we are a completely volunteer-run organization, which also means that there are no budgets associated with our operations, including programmatic or core funding. This limits us to support those from low-income communities to participate in our work as there is no financial compensation for labor. Our approach to fostering our community is to provide compensation in other ways such as mentoring, leadership opportunities, publishing, etc. We work with individuals associated with us to find ways to compensate them for their labor in non-monetary ways. For example, we are creating opportunities for engagement that are not as labor intensive, such as the Research Group where they develop skills and knowledge of the research and editing processes, while also exploring what other compensations we can offer to ensure it is a worthwhile opportunity that will engage people from low-income communities. This will likely be reviewed in the future if we decide to incorporate, and funds become available.
- We aim to advertise internal vacancies on a variety of platforms, beyond the biggest and most well-known platforms to increase the reach of these posts. Additionally, we are looking into hiring a young professional for 2021 through a UK Government 'Kickstart' scheme, meant to provide opportunities for people between the age of 16 – 24 on

Universal Credit who are at risk of long-term unemployment. This 6-month placement will help individuals get ready for the job market.

- We have broadened our recruitment strategies by advertising in places where a more diverse contingent of applicants will see the postings. Also, expanding our general network to more diverse communities extend the reach of our postings. This area is still under further development by our DEIC.
- While our Executive Director and most of our staff are women and we have built a diverse, people of the color-led board, our senior leadership is still majority white. However, we have put a great deal of effort into hiring individuals from a broader range of backgrounds. In recent years, informed by the feedback from employees of color and research, we have made changes such as: always listing the salary range for every job we post; always including a diversity statement alongside our equal opportunity employer statement, and posting jobs to a wider variety of boards (including those catering to professionals of color and local community colleges). In addition, we have always paid our interns higher than minimum wage and focused on recruiting and promoting interns locally.
- We recently took on a paid worker to run a Project. The recruitment team discussed how to incorporate DEI into the recruitment process. At different stages, the team sought to reflect on potential biases and discussed where candidates showed potential but may not have had the same access to opportunities (e.g., we didn't just score on grades/work experience, etc.) Interviewees were also asked about their understanding of DEI issues and how they would implement these understandings in the role.
- Our organization is committed to building a diverse, equitable, and truly inclusive university, and in our organization, we are entirely supportive and wish to encourage application from people from diverse socio-economic backgrounds, specifically lower-income communities. In practice, we advertise new job opportunities openly, in a wide number of outlets, with at least 3 weeks between advertising and the closing date. For research posts we make posts eligible for visa sponsorship, to actively encourage applications from colleagues who do not currently have the right to work in the UK. As sponsors, we pay the visa sponsorship fee, and some posts are eligible for relocation grants. It is notable that under the terms of our 'highly trusted sponsor' status only some categories of post can be considered for sponsorship – most non-academic, non-research posts are not eligible, as they will not meet the resident labor market test. An

additional and unidentified barrier exists in the anonymized online recruitment system, whereby all applications for professional services posts are anonymized. With the best of intentions, aimed at reducing unconscious bias, this mitigates attempts to positively discriminate at shortlisting stage.

In Progress/Development

- We are working to integrate additional practices that support equity in our recruiting and hiring efforts, for example, rewriting job descriptions to avoid unintentional bias. We have not focused as much on hiring from local or low-income communities.
- We're currently looking at our hiring systems with this question in mind. We're evaluating our pay grades for internships to see if we can make that work more accessible - last year we also adjusted our hiring processes to ensure that every application we received was reviewed. In many places applications that come with recommendations are automatically advanced - we believed that that gave an unfair advantage to people with the economic privilege to network and potentially take on unpaid internships - so by reviewing each application (in some hiring cases that was over 600 applications) we ensured that we were looking at each candidate on their merit and not just their networking skills.

Not Available/Applicable

- Recruitment strategy requires representation of BIPOC candidates for each role. Elevated the institutional objectives of race/gender equity in our interviewing process - Temp-to-perm positions; work with the referring agency to identify BIPOC candidates. Over 80% end up employed at the Fund - usually for administrative and support roles - Involve staff with diverse race and gender identities in the interviewing process/panel

12. *Develop mentorship programs for Black people and people of color in our organizations.*

Actions/Activities

- This is a key issue our Deputy Director plans to raise as a member of the newly formed DEI Taskforce. Because our organization is so small, we feel strongly that the larger organization we are a part of should provide more formalized mentorship opportunities and other resources. We have also been actively participating in the WCAPS Mentorship Working Group and are a part of efforts in that group to provide mentorship opportunities that span the OrgsinSolidarity. As discussed in that group, organization-based opportunities suffer the limitations of ingrained power hierarchies (sometimes it's better to have a mentor outside your organization), and size constraints (it's challenging to have an effective mentorship program specific to BIPOC in a very small organization).
- Mandatory training for all managers to build coaching skills and better support development of all staff and particularly colleagues of color -1:1 coaching by external consultant available to staff for individualized needs
- We have developed a general mentorship and professional development program for our members in which we are mindful to include BIPOC presenters and topics that are meaningful to our BIPOC members.
- Our Executive Director has been part of the working group on mentorship. She has also been part of previous successful mentorship and fellowship programs to diversify the fundraising and development staff at non-profit organizations. Our organization has also developed a concept paper for creating a new communications fellowship program focused on recruiting, training, and placing communicators of color at state-based organizations. However, we are still in the process of seeking funding for such an initiative or exploring ways that it may become part of the Orgs in Solidarity mentorship initiative.
- We have a BAME (Black, Asian, and minority ethnic) Mentoring Scheme to support BAME professional services staff and the school's race equity initiatives. The Organizational Learning Team works alongside a partner organizer to improve race equity at our organization by supporting career progression and developing confidence in BAME staff. This scheme supports BAME staff to navigate the workplace with support from senior colleagues, either through 1-to-1 mentoring or mentoring circles. BAME Academic and

research colleagues are required to have a mentor and entitled to request that this mentor be a black person or person of color, though in practice, anecdotally this is harder to achieve.

In Progress/Development

- Our organization through its Advocates Network plans to develop a mentorship program that will include skills development, and peer-to-peer exchange, and allow us to provide more opportunities to Black people and people of color.
- Our new Project aims to create a database of student/young and established scientists, with a medium-term view of developing a mentorship scheme. We are collecting demographic data on database members and are meeting with the Project Officer to discuss how this initiative can benefit Black people and people of color.
- We are building a network of current black students and students of color worldwide to share opportunities. We regularly connect students to alumni and other professionals in the field. We convened conversations between employers and advisors to ensure they understand the tools their students need to compete.
- Our incoming Board of Director Chair has a variety of ideas in mind for how the federation can improve our existing mentorship programs. Since our founding, our senior physicians and health professionals have mentored interested medical students and young doctors, with a key focus on women, people of color, and people outside of the United States and Western Europe.

Not Available/Applicable

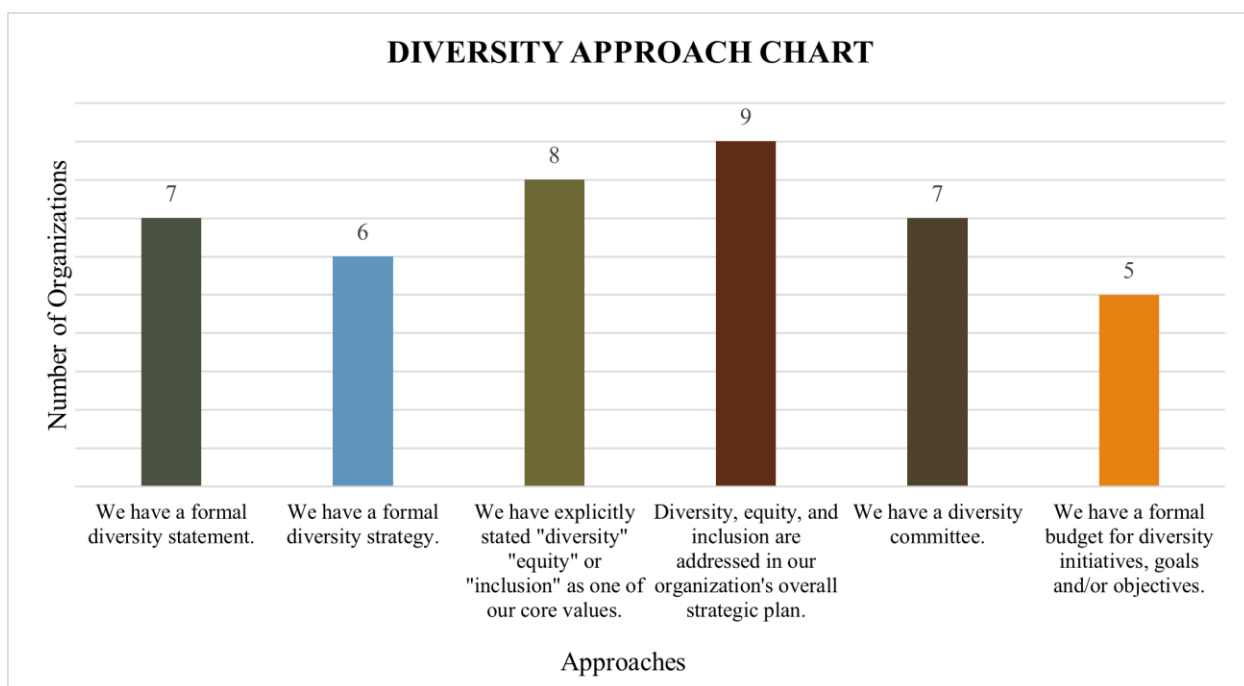
- We don't have a specific mentorship program for Black people and people of color, but we have an extensive mentorship and professional development program for all our staff members.
- We are not undertaking the development of mentorship programs but would participate in programs run by others. I participate in a mentorship program for women from my undergraduate alma mater.

SECTION 3

This section details the survey responses to questions on diversity and inclusion within their organization beyond the 12 commitments.

3.1 HOW HAS YOUR ORGANIZATION APPROACHED DIVERSITY?

The Chart below shows the respondents' approach to diversity in their respective organizations. Several organizations have multiple approaches.



others:

- Engaged with consultants to conduct a race, equity, and gender audit, the outcome of which will indicate how we develop a strategy to address these issues going forward.
- We have an Equity and Social Justice Officer on the Board.
- We have just approved our Diversity statement and are in the process of rewriting our goals to include JEDI language.

The table below outlines the changes between the baseline survey and the 2021 reporting survey by ranking the top diversity approaches employed by all respondents in their organizations.

KEY CHANGES		
	<i>Baseline Survey</i>	<i>2021 Reporting Survey</i>
1	Diversity, equity, and inclusion are addressed in our organization's overall strategic plan.	Diversity, equity, and inclusion are addressed in our organization's overall strategic plan.
2.	We have a formal Diversity Statement	We have explicitly stated "diversity", "equity" or "inclusion" as one of our core values
3.	We have explicitly stated "diversity", "equity" or "inclusion" as one of our core values	We have a diversity committee
4.	Others	We have a formal Diversity Statement
5.	We have a diversity committee	We have a formal Strategy

3.2 IN YOUR VIEW, WHAT DOES A DIVERSE ORGANIZATION LOOK LIKE?

Representation/ Inclusivity

- People of different races, creeds, ethnicity, sexual orientation, income background, and ability levels are represented at each level and within different positions in an organization.
- Representative of our country but also that focuses on retention. That people are represented at all levels of the organization, heard, and included in decision-making.
- Diverse personnel at all ranks, from entry-level to executive. Also, DEI considerations are given value in programming plans and policy positions.
- A diverse organization is one where every person's lived experiences and expertise are brought to the table and valued; that everyone feels supported to thrive and fulfill their goals and everyone feels comfortable bringing their "full selves" to work (whatever they may choose this to look like for them). A diverse organization is one where we honor and celebrate our differences and strive to include these ways of thinking and being into our work, to help make the work better for all of us.
- One that is representative of a diverse array of visible and invisible identities and dimensions. A wide variety of people and voices have influence and power both within the organization and externally.
- A place where all people's voices/opinions are valued. An organization that works to tear down power structures and ensure equity in decision making and collaboration in policy decisions.

3.3 PLEASE EXPLAIN ACTIVITIES YOUR ORGANIZATION IS CURRENTLY ENGAGED IN TO COMBAT RACISM AND DISCRIMINATION, AND IMPROVE DIVERSITY, EQUITY, AND INCLUSION, FOCUSING ON RACIAL DIVERSITY.

Internal Activities/Policy

- We have recently reviewed and updated our HR policies handbook to ensure that our work environment is as supportive as it can be. We have begun but have not yet completed a review of our hiring practices to ensure that we give all applicants a fair chance.
- DEI committee, tracking diverse inclusion in events, internship program focused on giving BIPOC students opportunities in the field, efforts to always include at least one woman in each event and one non-White person
- Intern stipend increased to minimum wage (will go into effect in 2022), secured funding for delegations and activities focused around LGBTQ+ and Afro-Cubans, all but three of our organization's hosted or sponsored events included at least one Black panelist (43%), increased transparency in hiring process by instituting a formal offer letter for interns and listing pay on website, increased intentionality around correct pronoun use (implemented in the style guide and intern hiring), began the creation of inclusive events guide, staff member remained engaged in WCAPS OIS full meetings and Meaningful DEI working group.
- In 2020, Our organization and its sister organization, established a volunteer staff group meeting monthly to ensure our organizations cultivate and support a workplace rooted in the values of diversity, justice, inclusion, welcoming, belonging, and equity. In 2021, the group coordinated an all-staff anti-racism workshop, two staff surveys, and continuing education activities, including online courses and discussion groups. Our leadership spent much of the past year working with a diverse cohort of practitioners in the nuclear field – 70% women, 30% people of color, representing a wide range of expertise and lived experience – to develop a new organizational model that positively disrupts the field in ways that help to overcome entrenched systems of white supremacy and patriarchy. The new model, in part, couples anti-racist and feminist leadership principles with an experimental mindset and prioritizes individual autonomy, radical transparency, institutional agility, systems thinking, and whole person support. Our organization OIS

focal point is also active with the Diversifying the Field working group working on a survey for undergraduates to understand the experience of students of color, especially those who have participated in a study abroad program.

- We are continuing the wide range of initiatives outlined in our previous survey submission. This includes increasing the participation of BIPOC in our education and training programs through new recruiting strategies, new paid opportunities for on-the-job training, and geographical expansion of our training activities to underserved regions such as Africa, where we have now hosted 3 large trainings focused on regional expertise-building. Additionally, fostering a workplace culture of strong physical and psychological safety where all people can thrive remains a top priority and one which we made explicit beginning with our partnership with an external DEI firm in mid-2019, which resulted in organizational data gathering, training, the formation of an internal DEI Committee, and progress toward a DEI roadmap. DEI is a long-term commitment, but we believe the steps we have taken since 2019 and those on the agenda for the upcoming year are well-aligned with our anti-racism work and other DEI priorities. We conduct routine refresher training on allyship and respect in the workplace. As a member of the DEI Taskforce, our Deputy Director is also advocating for new support mechanisms for BIPOC students, staff, and faculty, including through the formation of a more robust DEI office at our organization and the formation of a Community Bias Response Team.
- Whilst a centralized DEI strategy for our organization, including a component on race, is currently being shaped, we have already developed Pillar (departmental) strategies and work that aims to combat racism and discrimination and improve DEI. Research - our research strategy reflects diversity by providing a platform for a range of voices, amplifying marginalized people, and being committed to inclusivity in the research produced, working to dismantle racism, sexism, transphobia, homophobia, and ableism. In addition, we actively seek contributions to its research and blog series from groups who are currently underrepresented in global decision-making processes, in peace and security, including but not limited to Black, Indigenous, minority ethnic, people of color, residents of the global south, disabled and LGBTIQ+ folks. We use our platforms to provide space for critical discussion around the issues of racism and white supremacy. For instance, we actively call out racism through its opinion pieces, policy papers, and communication channels providing critical commentary on the racism and inequality apparent in the peace and security sector. Advocacy - our advocacy strategy reflects a

commitment to diversify the voices that shape peace and security policy and practice to reflect the needs and concerns of those more accurately most affected by conflict and insecurity. We established an Advocates Network that currently includes 27 activists from 20 different countries across 5 continents, which is racially diverse. The advocates' network will provide peer support and professional development, connect young people to "high-level" spaces, support institutions to meaningfully include diverse youth representatives and delegates in peace and security initiatives, and raise the profiles of youth as experts in peace and security. We have already facilitated the participation of 3 peace activists in international forums. Examples of this include our communications and outreach strategy which generated applications from candidates in 50 different countries, our application reviewing process which accounted for barriers to participation and prioritized diverse experiences, and our initial communications to members which articulated our commitment to equality, diversity and inclusion and creating a safe, respectful, and constructive space for discussion. We are currently working with members to develop the structures, processes, and principles that underpin the Network and ensure that our ways of working, and activities reflect the priorities of the people it aims to serve. These processes will be underpinned by the values of anti-racism and anti-oppression

- We recently expanded our Initiative, which will include a dedicated focus on race as well as gender beyond a binary and disability. We are in the process of establishing baseline metrics for grantees related to race, gender, and disability. We have established internal departmental goals related to diversity, equity, inclusion, and accessibility and are in the process of creating tracking and accountability mechanisms for these goals.
- We have begun to track diversity through several metrics (race, gender, sexual orientation, ethnicity) of our contributors, we've instituted two new fellow's programs with an explicit focus on DEI and the board is making investments to continue to increase its diversity. Our public programs including our signature event are constructed with an eye toward diversity across the year.
- We are well-known for our research and our ability to drive attention and encourage good practice on critically important issues surrounding humanitarian security risk management. Our most recent research on partners has a strong connection to ensuring that local and national organizations are elevated in critical conversations around risk management. Local and national organizations in the humanitarian sector are often led

by black people and people of color. We also work hard to ensure a diverse range of experience, expertise, and opinion are included in all our activities, including participation in research, peer review working groups, and contributors to our guides and tools. We are currently working on a paper that will explicitly look at the intersection of race and security risk management (SRM). The article aims to identify the key questions and considerations that race, ethnicity, nationality, and racism create for the SRM sector. Building on experiences from different aid workers and security managers, the article seeks to unpack the security implications of race, ethnicity, nationality, and racism in the humanitarian sector, to facilitate informed discourse on the topic.

- We are engaged in an equity transformation process that involves setting organizational goals for representation, a learning journey for all staff, and re-thinking the lens of what work we do. The team participates fully in that. Additionally, we've shifted the substantive work we do to 1) make our resources available as a platform and partner for the voices and priorities of marginalized groups, and 2) partner with them to reconsider how the narrative and structure of the security field are shaped by systemic racism, colonialism, and other prejudices.

External Activities/Collaborations

- We have continued to invest in the cultivation of relationships with Black innovators and other people of color whose perspectives and lived experiences enrich the community we've built, and we are beginning to see evidence that our efforts have paid off. For example, a recent strategic foresight program of two dozen experts in nuclear issues and adjacent spaces involved an interesting demographic and geographic mix, including 7 people of color, participants from five countries and ten organizations (including WCAPS), and a nearly even gender split (12 women, 10 men). We have also been intentional about including a spread of early, mid, and late-career professionals. While we don't struggle with racism or discrimination in our very small collaborative, we are aware of the endemic inequities plaguing people of color in the nuclear risk reduction space. Two strands of work highlight our intention to continue learning about and, where possible, educating others about our collective responsibility to name and dismantle entrenched racism even when it is supremely uncomfortable to do so. The first is the Listening Tour and the resulting report, which collected data on perceptions of racism, sexism, and power dynamics in the nuclear field. The second relevant strand is work we

are doing with other colleagues to map the beliefs, attitudes, and perceptions that shape the nuclear system as we know it today to better understand why the theory of nuclear deterrence has endured so long as the bedrock for international nuclear weapons policy. In that work we have dedicated ourselves to identifying, naming, and grappling with the colonialist and racist aspects of this issue space, from the history of testing nuclear weapons on indigenous people's sacred lands to reinforcing systems that routinely keep people of color and/or otherwise marginalized voices out of the "nuclear priesthood". We expect to capitalize on the conversations stimulated by this investigation and to use whatever privilege we may enjoy advancing this line of inquiry—not just out of moral indignation, but because we believe it is a powerful way to engage new partners in helping us achieve our shared goals for the reduction and ultimate elimination of the nuclear threat. Our goal is to release this work to the wider community towards the end of the year.

- We have a DEIJ coalition of all our constituencies that has worked on improving in the following areas: curriculum, marketing, providing safe spaces for discussion and training, hosting events, supporting a Black student organization, building external partnerships, and providing opportunities to our community of color, diversifying our boards and student staff, internships, and career development (including mentorship).
- Research project on racism and militarism Through foundation funding project of dismantling racism and militarism in US foreign policy Concrete steps in our outputs to for representation of BIPOC research contributions DEI lens to all we're doing (trying to avoid checkbox DEI) Continued engagement with OIS working group
- We have hired outside consultants, we're doing outreach to new partners to see how we can better support their work, we have created a JEDI committee, and expanding our perspective on what the mission of our organization is to include improving diversity and equity.

3.4 PLEASE EXPLAIN ACTIVITIES YOUR ORGANIZATION IS CURRENTLY ENGAGED IN TO IMPROVE GENDER DIVERSITY.

Actions/Activities

- We have trained our program managers using the 'Gender, Think Tanks and International Affairs toolkit'. This is to ensure that all our programs take a gender-sensitive approach in their work. We are also supporting our board in its recruitment process to ensure better gender and racial diversity. This has been a slow process, but our board diversity has improved every year since 2019. We hope to have a stable and renewed board by the end of 2022.
- Tracking diverse inclusion in events, internship program focused on giving BIPOC students opportunities in the field - ensuring that there is an equal make up of men and women accepted candidates, efforts to hire women for research positions and higher-level positions, efforts to always include at least one woman in each event and one non-White person.
- In addition to the activities described above, we are active with the Gender Champions in an initiative where our CEO, is a Gender Champion. Participation includes setting and reporting on goals specific to gender diversity. For 2021, we set out to (1) amplify the voices and work of those across the gender spectrum, and of those who do not identify, on social media, amplifying at least four voices from those who are traditionally underrepresented per month on social media, (2) achieve gender balance in media spokesperson pitches (press statements, interview pitches, op-eds), (3) formalize taking a DEI and feminist lens to all aspects of organizational work, including strategic planning, commissions, research, training, hiring, development, and advocacy efforts, and (4) coordinate discussions with groups and experts working on inclusive national and global security to broaden understanding and facilitate internal discussions.
- We are a feminist platform that aims to advance, shape, and influence the Women, Peace, & Security (WPS) and (YPS) Youth, Peace, & Security agendas. We aim to ensure that the voices of young women from a variety of backgrounds are present in discussions on WPS and YPS. Through our advocates' network, we have worked with several young women to speak at major debates and conferences. Through our advocates' network, our Research Group, and our central team, we aim to engage more men in conversations about gender and security and intersectional feminism as this is

currently a very male-dominated field. We look to progress this work further through the implementation of our DEI strategy.

- Our Fund regularly features a diversity of voices and is committed to gender parity in our grant-making publications, at our events, on social media, as well as on our weekly podcast. Our Fund has been promoting gender equality in nuclear policy for the past four years through our Women's Initiative. We have recently decided to expand the initiative to Equity Rises, which will be more expressly focused on gender beyond a binary. As such, we are in the process of establishing baseline metrics for our grantee pool, which include specific gender metrics. In each fiscal year, we aim to reach and have reached for the past three years, gender parity in our grant making. We also ask about gender inclusivity related to project goals and organization policies of all our applicants.
- We have signed onto the panel parity pledge and have encouraged all staff to commit to the pledge to avoid appearing on, sponsoring, or hosting single-gender panels. We are also working to better represent and support nonbinary employees, including through expanded staff self-reporting on identity. Additionally, we are working to improve gender equity with inclusive management training and transparent compensation policies.
- Our efforts around gender diversity include the following specific commitments to gender diversity as part of our continued involvement in Gender Champions on Nuclear Security:
 - a. Adhere to a set of principles regarding diversity, equity, and inclusion, including gender, in developing invitation lists for our nuclear policy programming events, and ask our partners to adhere to them as well for those events we plan jointly.
 - b. Maintain an average of at least 50% of women's participation in our nuclear policy programming events.
 - c. Provide guidelines to discussion leaders to encourage balanced participation and use of honorifics during our nuclear policy programming events.
 - d. Increase access to policy events for, encourage mentorship of, and provide publishing opportunities to a network of early-career women working in the nuclear, international security, or technology policy through a career development program (Accelerator Initiative).
- We are primarily an organization focused on supporting women and underrepresented genders in their careers in foreign policy. Within this framework, we have seen the need to create space for other underrepresented genders in our media and our team. All team

leaders who are engaged in recruitment this year have been informed of the DEI goals in increasing all underrepresented groups with the hope that these metrics will show some progress in the next report.

- We have partnered with one organization and working to develop partnerships with others. Our initial leadership team was nearly 50-50. We have made sure that our events approach 50-50 participation.
- Currently we are following our host organization's diversity HR policy. At present, our host has a basic 'equal opportunities' HR strategy however they are reviewing this to create a more comprehensive and impactful DEI policy which we will adopt. Moving forward, we are planning to incorporate the improved DEI policy as an essential standard that our current and future members may need to reach/ comply with to join our organization.
- Our organization maintains a significant focus not just on gender diversity but broader questions of gender equity, with a workstream of events and products that bring a gender lens to issues such as violent extremism as well as partnerships with LCWINS, WCAPS, and OUT in National Security that does highlight progress and setbacks in gender representation in our field.
- We annually report our gender mark-up and work towards the 7 principles of action. We are a gender-blind recruiter and currently at 63.2% women in all workforces. Starting this year, we will focus our DEI work on one principle per year.

In Progress/development

- We have completed the draft of our DEI Strategy Framework which outlines five outcomes that address: Culture, Representation, Programs & Outreach, External Relations, and Sustainability. Within this framework, we seek to address the 12 Commitments.

Not Available/Applicable

- As mentioned above, while we don't struggle with racism or discrimination in our very small collaborative, we are aware of the endemic inequities plaguing people of color in the nuclear risk reduction space. Our most recent fellowship, which emerged from our Listening Tour work, focused on diversifying and improving multiple aspects of the nuclear risk reduction space. As such, we wanted to be intentional about approaching

this work with partners of color with a vested interest in tackling the systemic challenges the community told us about during our interviews in the summer of 2019. We worked with an individual to identify some candidates for the fellowship from within the WCAPS network and we are pleased to say that all four who applied were selected. One of the steps we are taking internally is to start with an interrogation of our whiteness as a factor in the systems we participate in, understanding that we must begin by acknowledging our whiteness to begin exploring what would otherwise be left unconscious about our role in perpetuating systemic inequities. This is also an area where we could use some help though we have begun that process on our own.

3.5 WHAT OPPORTUNITIES EXIST IN YOUR ORGANIZATION TO INCREASE DIVERSITY AND ADDRESS THE ISSUE OF MICROAGGRESSIONS?

Training and Awareness

- Awareness/training for staff on the concept and behaviors associated with microaggressions. Input from diverse groups about what microaggressions look/feel like to them.
- We have opportunities for training around microaggressions. We will be hiring new leadership next year, so that is an opportunity to increase diverse staff. But I am not confident that the hiring committee will take DEI into account in their hiring process.

Hiring/Increase Diversity

- Increase diversity: invite all staff from member orgs to join (not just senior staff, which tends to be white and, in our case, female). We continue to strive to diversify both our Steering Committee and staff (when openings arise) but can only do so based on who's in the membership, so we've been pushing our members to include all their staff so we can include them in leadership. For our part, we choose who is highlighted on panels and who we invite to help us plan our programs (and we pay everyone an honorarium to honor their time). Finally, we offer and have always offered - a paid internship at a D.C. living wage. Address microaggressions: we strive to foster a culture and environment where microaggressions are not tolerated and, when they occur, people feel comfortable calling in their colleagues and/or acknowledging harm. We as network staff offer tools for our members to understand what these are and practice how they might call in those committing microaggressions. We do this through newsletters and workshops, as well as modeling calling in ourselves. Anonymous feedback surveys after every one of our programs also allow for us to share feedback anonymously if someone doesn't want to share publicly.

Organizational Changes

- I am pushing for a DEI-focused question to be added to our interview process to not only increase diversity but ensure candidates value it.

- We have a strategy for increasing diversity and plan to have to aim at microaggressions. We are also trying to create a culture to increase 'calling in' to address microaggressions when they occur.
- No formal opportunities aside from myself as DEI lead addressing these issues on an ad hoc basis. We need to develop formal structures and processes to address microaggressions systematically.

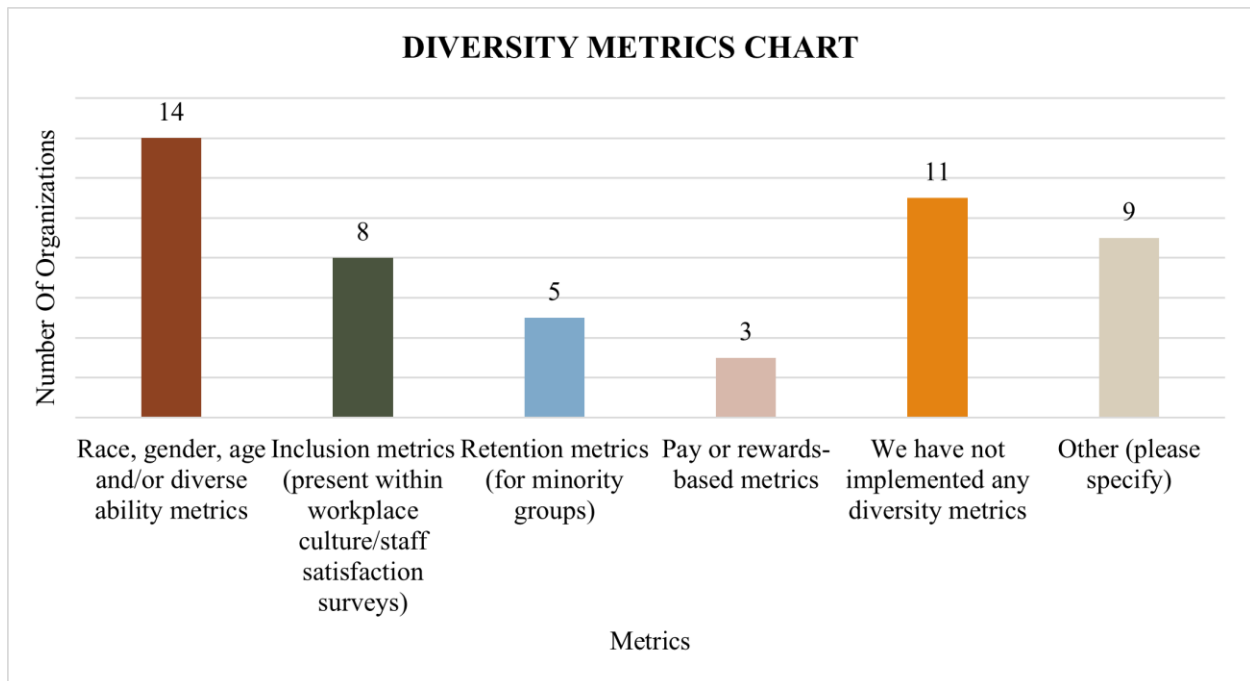
Discussions

- The DEI and GRREN groups meet to increase diversity and combat microaggressions.

Increased Opportunities

- Paid internship program focused on giving opportunities to BIPOC students, a more concerted effort to hire BIPOC folks for research positions, educational meetings featuring BIPOC people who are focused on a particular subject, and diversity and bias training.
- We built a diversity council and are now including that group as part of our advisory board. We are adding new research foci that are more likely to attract historically excluded themes.

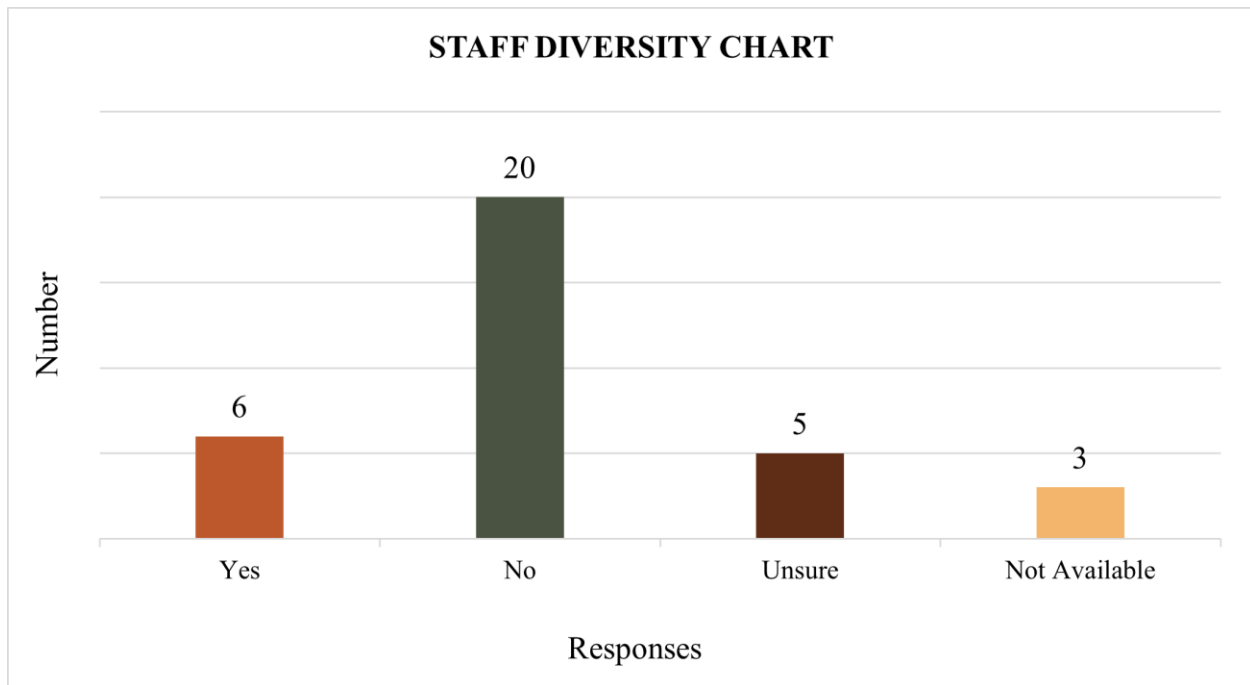
3.6 MY ORGANIZATION HAS IMPLEMENTED THE FOLLOWING METRICS TO MEASURE PROGRESS WITH DIVERSITY EFFORTS/INITIATIVES



Others:

- For intern candidates only, we optionally record gender, pronouns, race/ethnicity, and first-gen student status.
- My organization tracks certain staff and board demographic information but does not have specific targets. In addition, we are in the middle of conducting a pay equity audit that will specifically review equity based on race and gender.
- we have gathered qualitative data on all metrics to keep the conversation dynamic and give everyone the right to not just "check boxes" but to expand on their feelings around these designations.
- Annual Equity and Justice Plan includes specific goals and quarterly progress reports to the membership.

3.7 DOES THE DIVERSITY OF YOUR STAFF REFLECT THE COMMUNITY YOU SERVE?



Yes:

- We have a very small staff, so we try to be representative in our choices of interns and fellows to help ensure new perspectives are being included in our work.
- We are comprised of multiple programs, each operating in offices around the globe. International offices hire from local communities. Because of this, we have a large mix of races and ethnicities in our general staff that is reflective of all the communities the organization works in.

No:

- Although headquartered in the United States and largely focused on influencing U.S. policy, our mission serves the global community. While there is some staff diversity, there is significant room for improvement to ensure more representation, equity, and belonging at all staff levels, including senior leadership.
- The percentage of our non-white staff (roughly 15-17%), is unfortunately not representative of the U.S. or global community affected by non-proliferation policies. However, roughly 50% of our staff are from countries other than the United States,

including from many regions of the world traditionally underrepresented in nuclear policy such as Africa, Central Asia, Latin America, and the Middle East. Our gender parity reflects the community we serve. Because we have a small staff, with especially frequent turnover among junior staff, our gender parity numbers shift multiple times per year but remain within the 45-55% range (sometimes women make up the majority and other times men).

- Our very small organization is currently an overwhelmingly female, woman-led organization with a preponderance of Caucasian staff. While we currently have no plans to expand, when openings arise, we commit to prioritizing interviews with qualified people of color, which will involve tapping into broader networks and looking beyond the current limits of our community. Moreover, we are all aware that the nuclear risk reduction space is plagued with endemic inequities, and we agree that the challenges we all face require the insight and intelligence of a much more diverse community.
- Our organization is a volunteer-run organization that works collaboratively and non-hierarchically. In the question about the Board of Directors, we are referring to our central team. We don't currently have an Advisory Board. The central team is made up of 8 young co-founders, who due to the context in which we were established are mostly from countries of the Global North, mainly middle class, majority white, cisgender, and able-bodied. Our central team members work on the project voluntarily alongside other employees. As a new organization, we are not yet able to raise funds and pay our volunteers for their work but that is a goal of our organization for 2022. We hope that once we can fairly compensate people for their labor we will diversify our central team in the answer to the other questions, we have answered this about our core team, plus our Research Group and our youth advocates network, which as you can see is much more diverse. Through our DEI strategy and further recruitment into our central team, we are aiming to diversify to reflect the community that we serve.
- While it is getting more global and diverse in geography, it is not reflective of the diversity across the United States, let alone the world. This is an area that we expect we'll continue to discuss and transform, as staff and board, as we better understand which communities we aim to serve.
- We serve a truly global audience with grant making in the United States, China, Central America, Western Balkans, Middle East, Central Asia, and beyond. While our small New York-based staff cannot fully reflect global demographics, we are striving to align our

staff more closely with New York City's demography. We also make every effort to hire place-based program staff that reflect the racial and ethnic backgrounds and experiences of the populations served.

- Our primary audience is Global security managers from international organizations whose headquarters are based in Western countries. This audience is more often white and male, although we see an increasing level of women occupying such positions. Approximately 75% of our staff identify as white and 25% identify as a POC (new staff is currently being recruited). We also aim to serve the wider humanitarian community including regional and national security managers, which are two more diverse audiences. Our current team is making progress in being reflective of that through notably working with diverse external consultants. Our work does hope to see greater diversity within our core audiences as well.

Unsure:

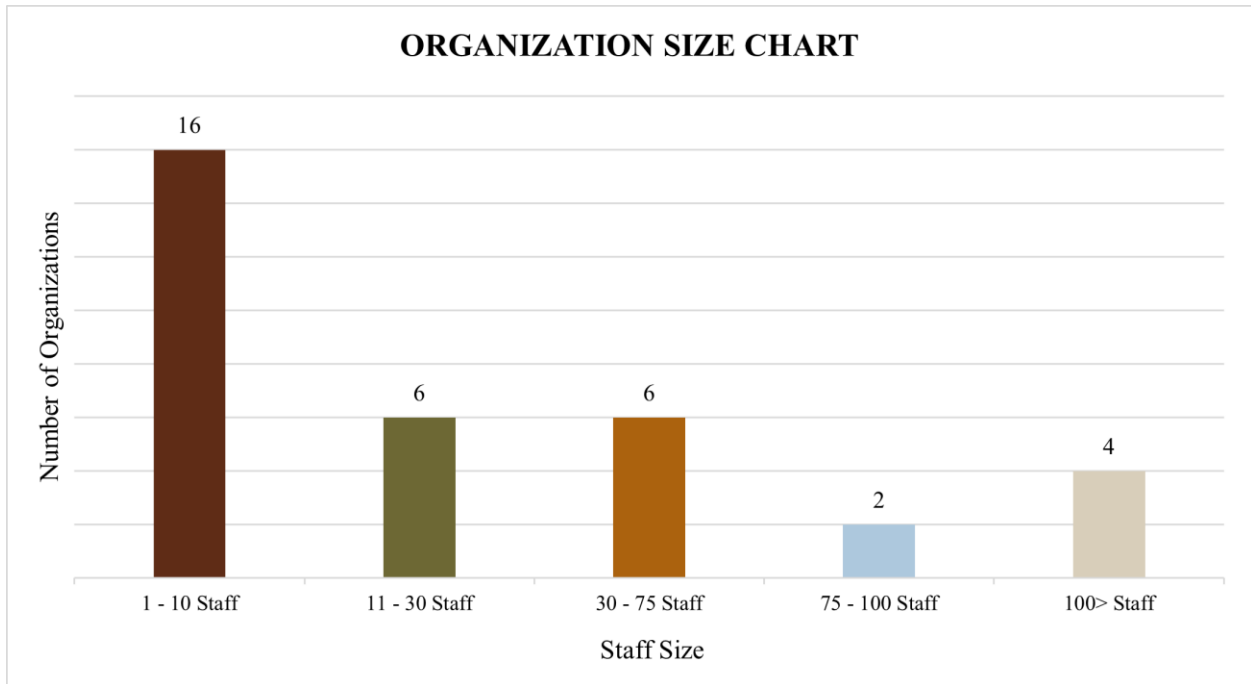
- As an individual OIS member who runs a small project, I can say that the community we work with is significantly diverse. Our paid staff, however, is all-female and all-white.

Unavailable:

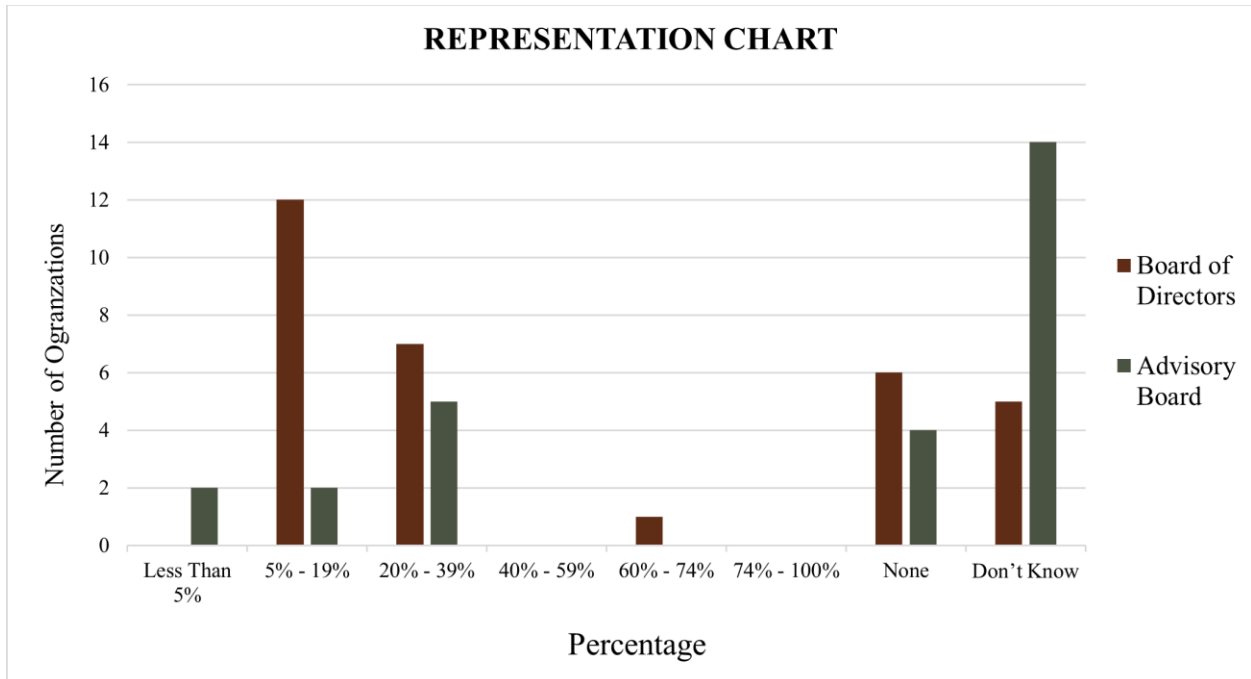
- Our research shows that most of the women and underrepresented genders we serve are in the UK and US, but we do not have more information on the racial or ethnic makeup of this group. This is something to explore in the next data collection for sure.
- We are a voluntary membership organization and have not kept these statistics. We also do not have any staff. However, our Board does not reflect our membership.

3.8 ORGANIZATIONAL DEMOGRAPHY

1. What size is your organization?

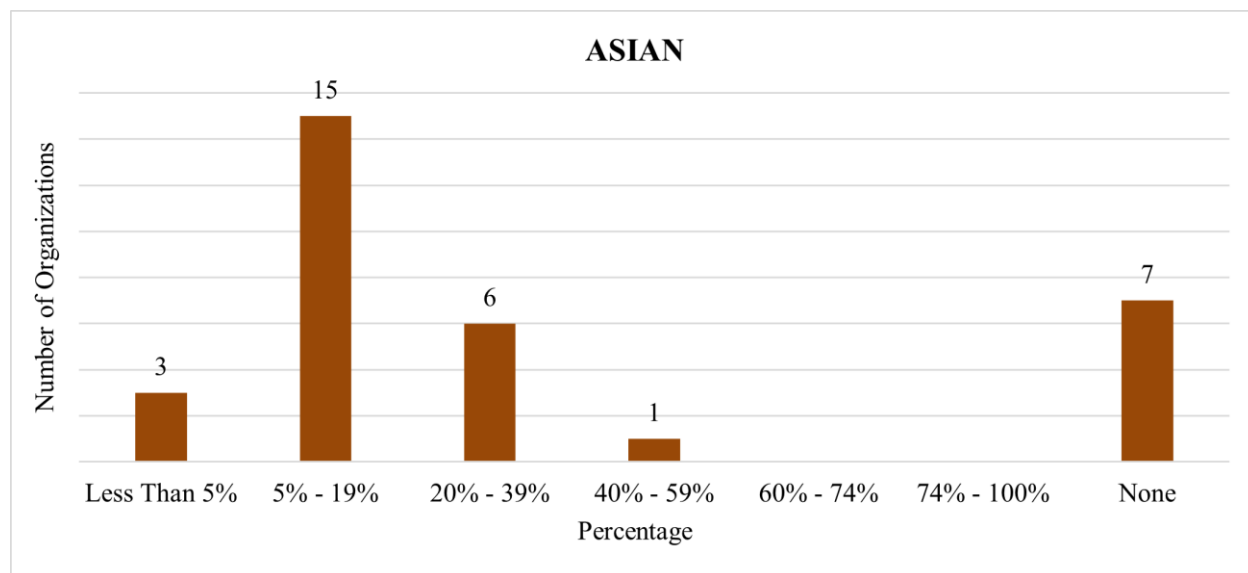


2. What is the representation of people of color on your Board of Directors and Advisory Board?



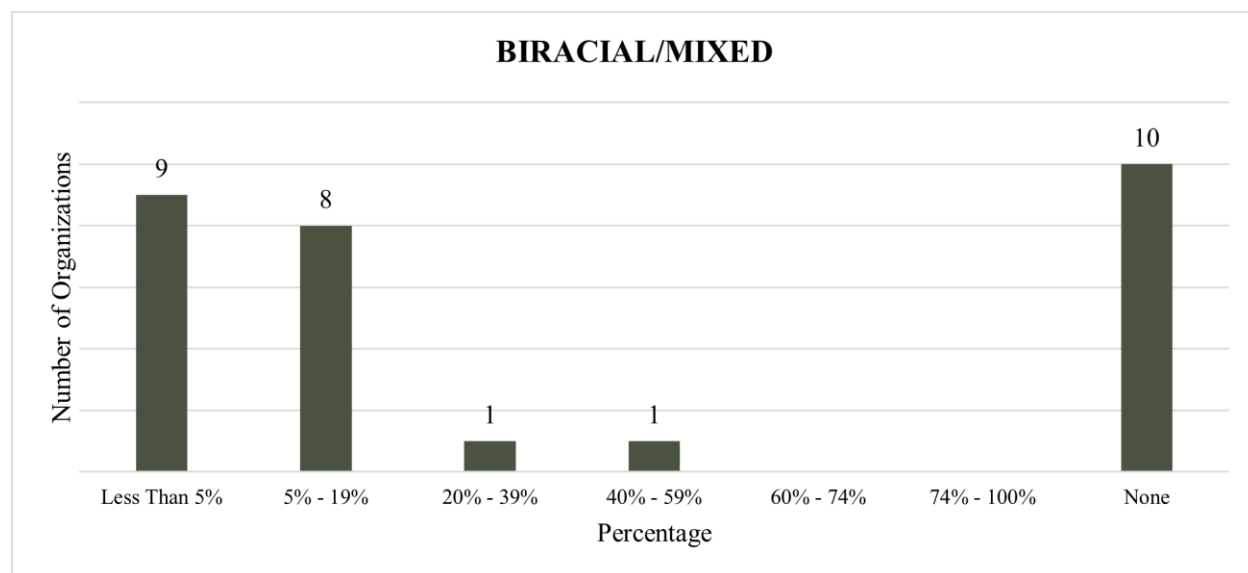
- To the best of your knowledge, what percent of your leadership, researchers, and staff identify as Asian, Biracial/Mixed, Black, Hispanic, Middle Eastern North African, Native Hawaiian, or other Pacific Islander or White?

Asian:



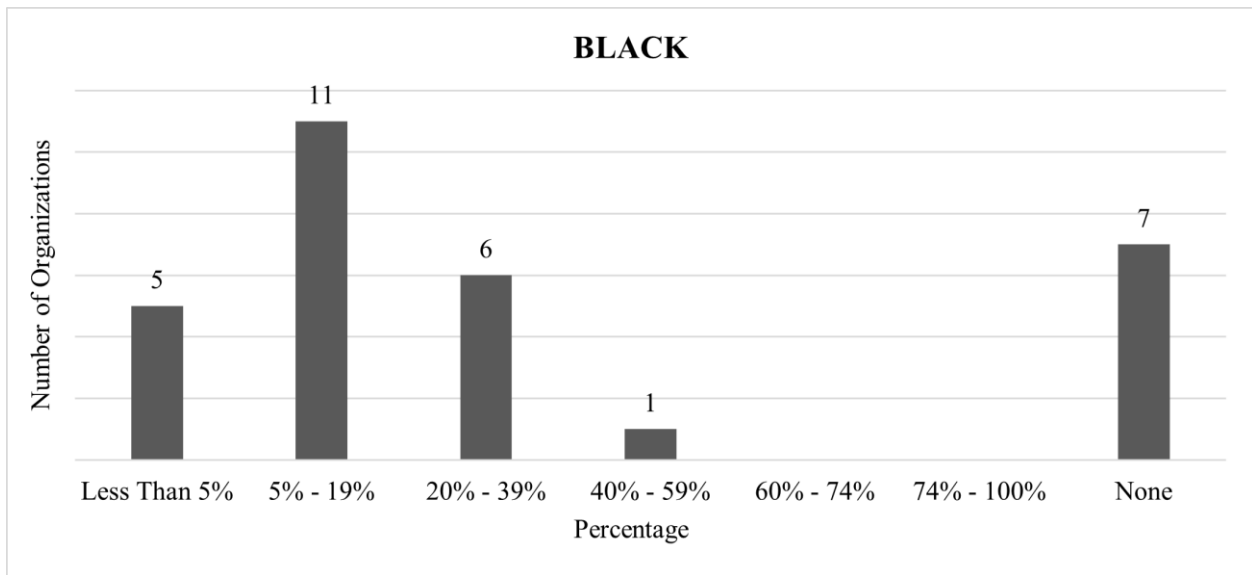
Asians are majorly represented in 15 respondents' organizations within the 5% - 19% category.

Biracial/Mixed:



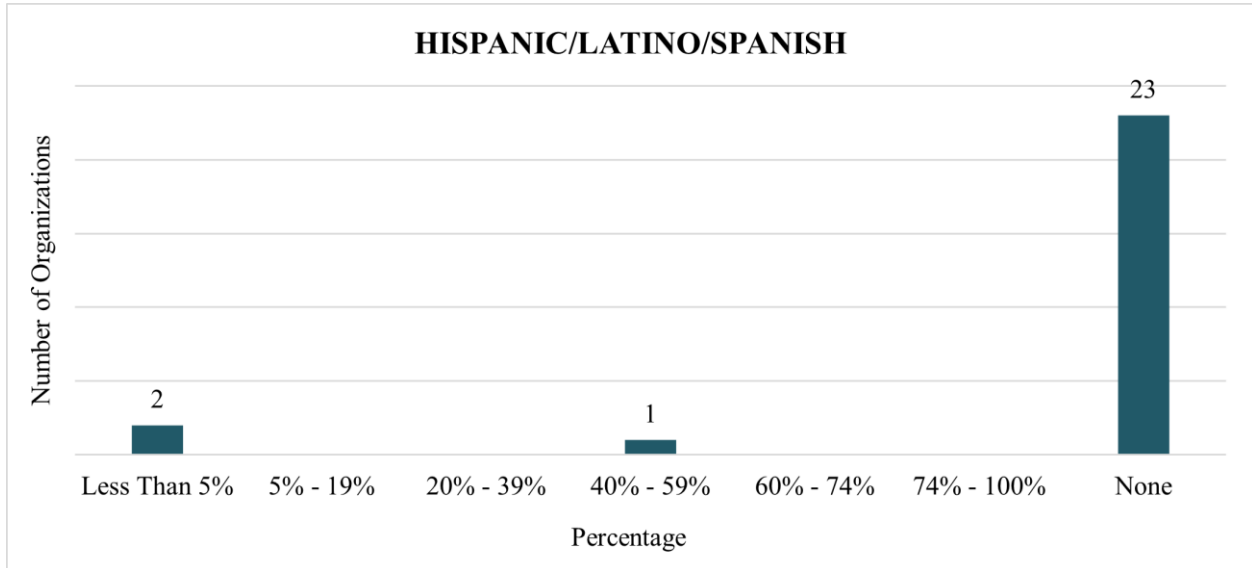
Leadership, staff, and researchers identify as Biracial and Mixed, they are majorly represented in 9 organizations in the less than 5% category and 8 organizations in the 5% - 19% category.

Black:



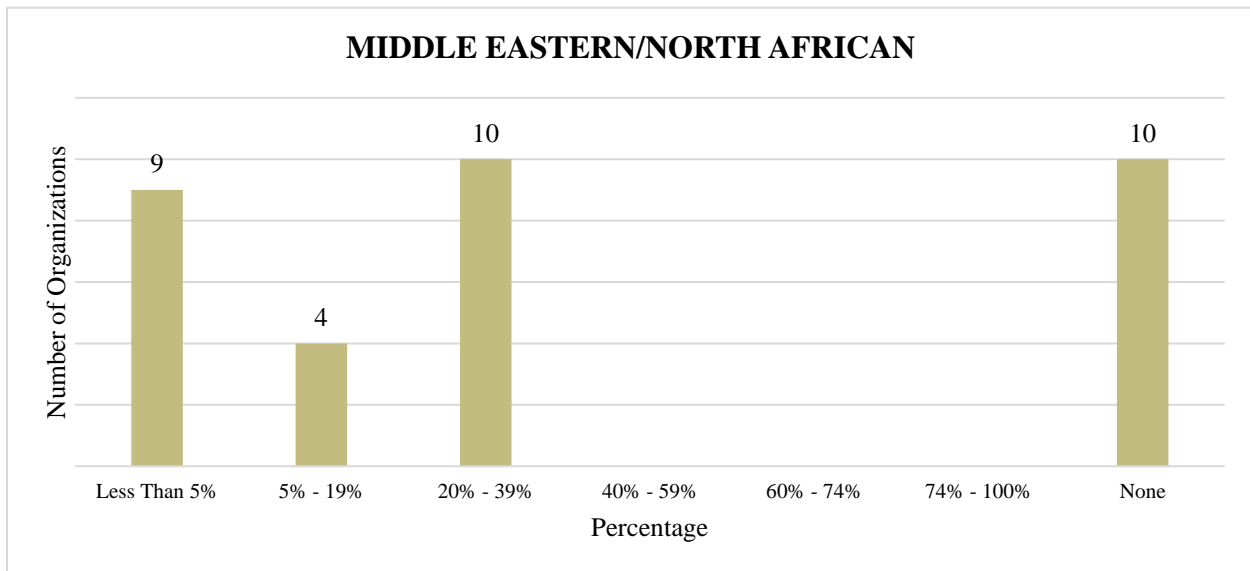
Leadership, staff, and researchers who identify as black are reported to be represented in 67% of organizations. Majorly within the 5% - 19% category and in only one (1) organization in the 40% - 59% category.

Hispanic/Latino/Spanish:



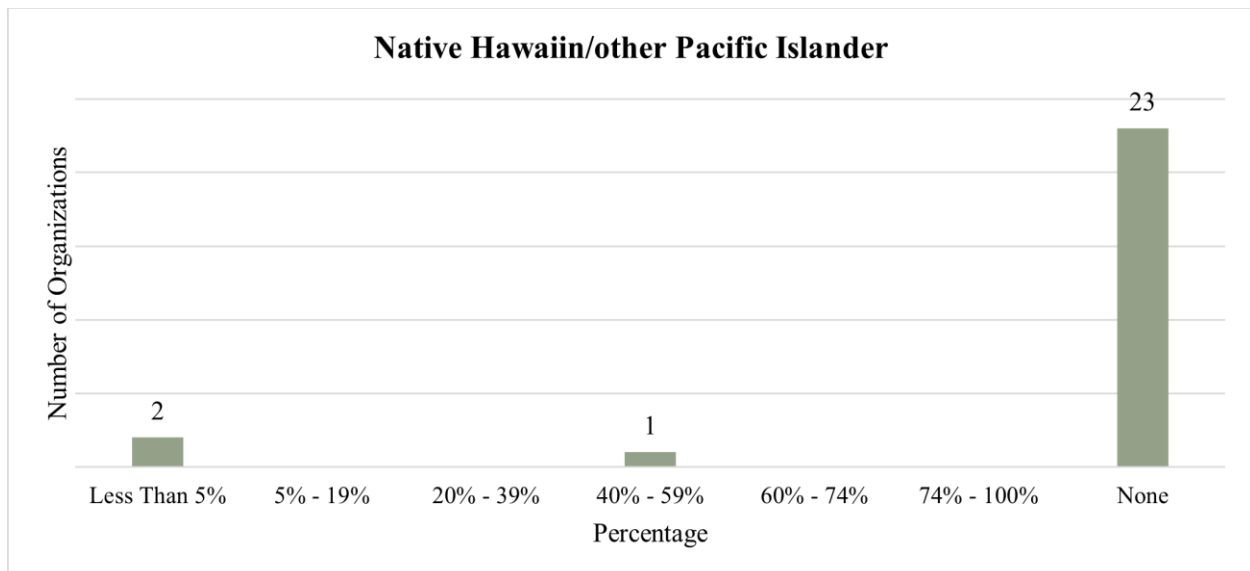
64.7% report having leadership, staff, and researchers who identify as Hispanic/Latino/Spanish with most of them represented in the Less than 5% and 5% - 19% category and 20% to 39% in one organization.

Middle Eastern/North African:



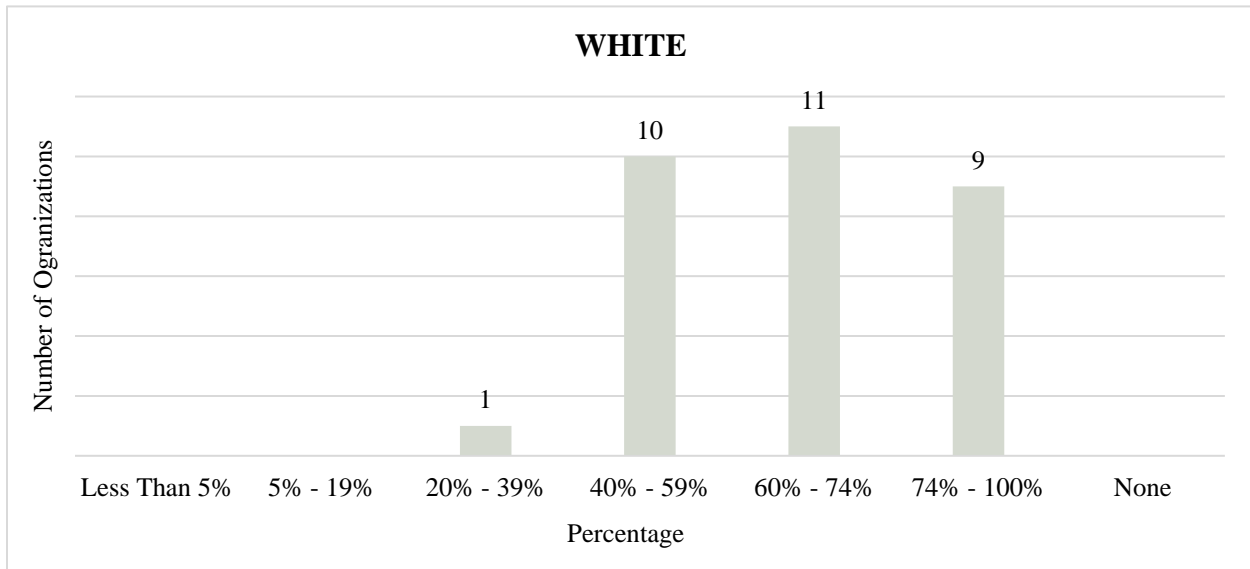
For Leadership, staff, and researchers who identify as Middle Eastern or North African, 67% of respondents report having them represented majorly in 20% -39%, 5% -19%, and less than 5% of organizations. This is an improvement compared to the baseline where 43% had none in leadership, staff, and researchers and present in only 13% of organizations, which are represented in the Less than 5% and 5% - 19% category.

Native Hawaiiin/Other Pacific Islander:



Only 3 (8.9%) of organizations reported having leadership, researchers, and staff identify as Native Hawaiiin or Other Pacific Islander. 70.1% report having none, which is identical to the baseline at 67.5% reporting having none.

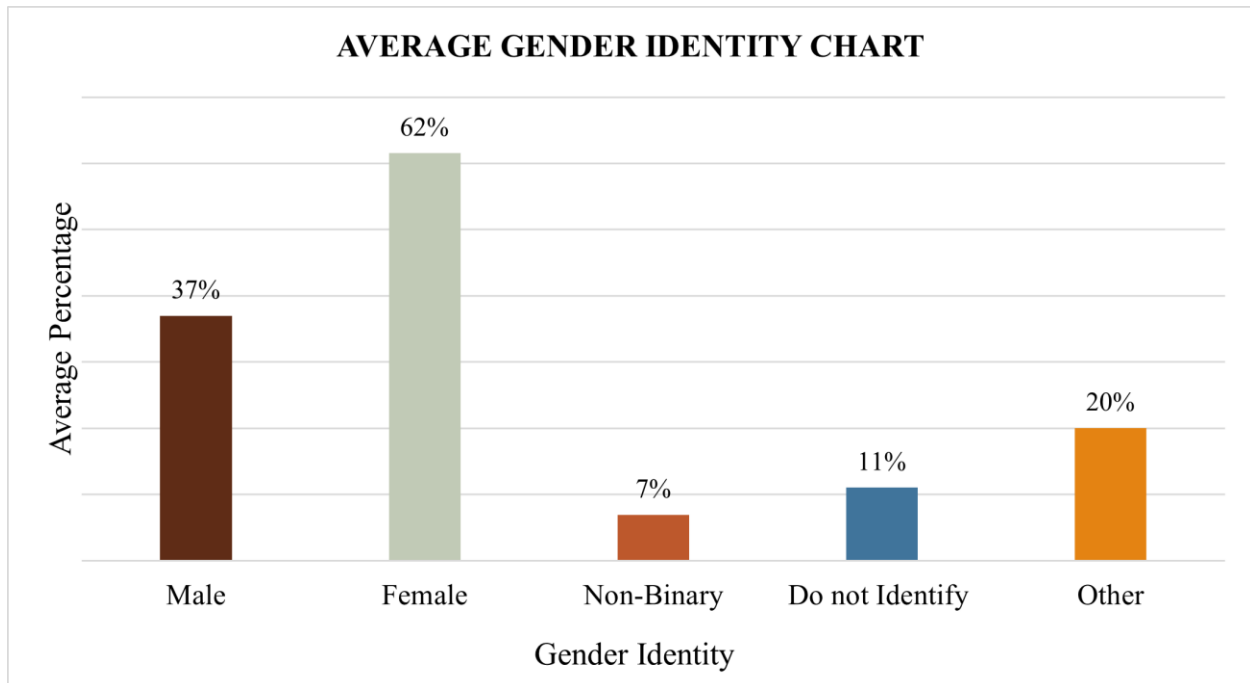
White:



58% of organizations report having the majority (74% - 100%, 60% - 74%, and 40% - 59%) categories of their leadership, researchers, and staff identify as white. This is like the spike noted in the baseline report where 55% of respondents reported having most of their staff, leadership, and researchers identify as white.

4. To the best of your knowledge, what percent of your leadership, researchers, and staff identify as Male, Female, Non-Binary, or Do Not Identify?

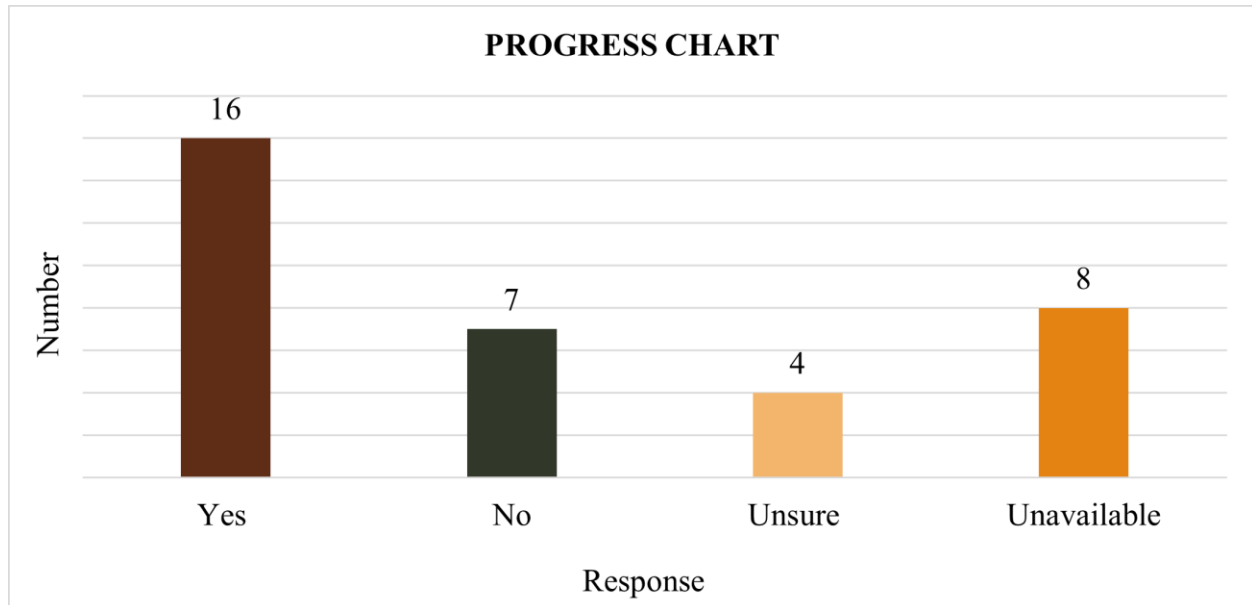
The chart below is a representation of the average percentage of the total sum of individuals in all the respondents' organizations.



Key Changes

- **Male:** In comparison to the baseline study, there is a 12% increase in the average percentage in organizations in the recent survey.
- **Female:** This survey shows an 18% increase in the average number of staff that identify as female in respondents' organizations.
- **Non-Binary:** This survey shows a 6% increase in people who identify as binary, with the minimum the same as the baseline and a slight increase in the maximum.
- **Do not Identify:** for individuals who responded as 'Do not Identify' This survey shows a 10% increase in the average.
- **Other:** Only 1 organization responded to having staff who identify as Other. With others having none. In comparison to the baseline, this is a decrease.

3.9 TO YOUR KNOWLEDGE HAS YOUR ORGANIZATION MADE MEANINGFUL PROGRESS IN ANY OF THESE DEMOGRAPHICS AREAS IN THE LAST YEAR WORKING WITH OIS? IF SO, HOW?



Yes:

- While staff demographics did not change, our leadership spent much of the past year working with a diverse cohort of practitioners in the nuclear field – 70% women, 30% people of color – to develop a new organizational model that, in part, couples anti-racist and feminist leadership principles with an experimental mindset. This work is critical to ensuring not only a more diverse staff but an inclusive, welcoming work environment, especially for people of color.
- We are committed to continuing to diversify our Innovators Network and Fellowship Program, and we are pleased to report that since our last Ois survey response in January 2021, we have seen an increase in the number of people of color joining our Innovators Network, in part through our involvement with the Black Speculative Arts Movement community. Moreover, our newly created Advisory Forum, a body designed to work closely with our funders to shape our programmatic strategy, has a very diverse membership. By “diversifying” we mean valuing and expanding differences of multiple kinds: cognitive, cultural, ethnic, and gender.

- OiS has helped us think about the implementation of our DEI strategy which our organization is working towards. However, we have many unique challenges in our organization as a smaller, volunteer organization which is different from many of the organizations in OiS. As a global and virtual organization, we are also looking to have more people from the Global South join our central team.
- We filled the one open position we had this year with a new staff member who identifies as Black. Among the changes we made to improve our search and hiring processes, we were more intentional with the placement of the position announcement (including using the OiS job board and participating in OiS job fairs) for our applicant pool to be more diverse. We are incorporating our learning from the search/hiring process from that search into another we have underway now.
- Our team has seen resources allocated to improving knowledge of how race ethnicity and racism impact our sector. Within our team culture, we continue to work on incorporating anti-racist practices. Moreover, we were pleased to be involved with OiS events aimed at addressing these issues. Including presenting during the OiS Safe workplaces working group event.

No:

- We haven't made a lot of progress based on the numbers, but we are currently in the process of a transition as a lot of our leadership moves into the administration. This requires us to replace folks and ensure that we are recruiting diverse candidates. This takes time, so that is why we have yet to fully replace our leadership.

Unsure:

- While working with OiS has helped diversify the podcast guests and encourage a broader recruitment pool for open positions, we are unsure if it has helped build a more diverse staff.

Unavailable:

- I think the ability for us to analyze these metrics, set strategy, and act on DEI has improved considerably. We do not have comparable data on many of the metrics we analyzed this year, and on the ones, we do have, there was a slight improvement in racial and ethnic diversity in the team and the voices, we feature in our media. However, the majority of both are still White, so we have lots of work still to do.

3.10 IF YOU ARE A SMALL ORGANIZATION OR NOT REPRESENTING AN ORGANIZATION, IN WHAT WAYS HAVE YOU ENGAGED IN THE EFFORT TO COMBAT RACISM AND PROMOTE DIVERSITY, EQUITY, AND INCLUSION?

Internal Policy

- While much of our policies reside under our host agency. Within our team culture, we have taken time to discuss diversity, equity, and inclusion openly and more specifically acknowledge and explore ways we can better address this in our work. This year we have launched a podcast series dedicated to inclusive security risk management, our staff host for the series is a POC. We are also working on a paper that will unpack the intersection of race, ethnicity, nationality, racism, and humanitarian security risk management.
- We have recently expanded our Women's Initiative to Equity Rises, which will include a dedicated focus on race as well as gender beyond a binary and disability. We are in the process of establishing baseline metrics of our grantee pool related to race, gender, and disability. We have also established internal departmental goals related to diversity, equity, inclusion, and accessibility and are in the process of creating tracking and accountability mechanisms for these goals.
- This year: intern stipend increased to minimum wage, secured funding for delegations and activities focused around LGBTQ+ and Afro-Cubans, all but three CDA hosted or sponsored events included at least one Black panelist (43%), increased transparency in the hiring process by instituting a formal offer letter for interns and listing pay on website, increased intentionality around correct pronoun use (implemented the in the style guide and intern hiring), began creation of inclusive events guide, staff member remained engaged in WCAPS OIS full meetings and Meaningful DEI working group. Last year: majority Cuban American, all women panel w/WCAPS "The Latino Vote is Not a Monolith: Analyzing the Cuban American Vote in the 2020 elections," two DEI "training" that staff brought back from training, brought on a board member who is a Black woman, Juneteenth, voting day, Indigenous People's Day are now holidays, more affirmative EEO statement, news brief interviews that shared the perspectives of those whose lives are directly affected by the policies we advocate for, implemented intern stipend, began collecting (optional) demographic info from intern applicants.

Participation

- We're a small team and have one staff member representing our organization in OIS meetings. We're working to get the rest of the team involved in small ways so that we can all learn from this community. We also built our DEI group and are implementing changes based on what we learned from Race and Foreign Policy discussions.
- I have joined our company's EDI working group, co-chaired a subcommittee on HR and Hiring practiced, planned and executed a recruitment cycle for new working group members, and worked to hire as many POC for my department as possible.
- We are a small core team of 13, with assistant researchers, linguists, and consultants. Working on DEI for us is a balance between resource and impact. Joining GCNP, OIS, and the UN Women's Empowerment Principles is helpful for us - having frameworks and spaces to learn best practices is extremely valuable. Now, we are working to make these efforts sustainable and meaningful.
- We are a small organization of 8 core volunteers who work alongside full-time employment. Whilst a centralized DEI strategy for our organization, including a component on race, is currently being shaped, we have already developed Pillar (departmental) strategies and work that sum to combat racism and discrimination and improve DEI. Research - our research strategy reflects diversity by providing a platform for a range of voices, amplifying marginalized people, and being committed to inclusivity in the research produced, working to dismantle racism, sexism, transphobia, homophobia, and ableism. In addition, we actively seek contributions to its research and blog series from groups who are currently underrepresented in global decision-making processes, in peace and security, including but not limited to Black, Indigenous, minority ethnic, people of color, residents of the global south, disabled and LGBTIQ+ folks. Our organization uses its platforms to provide space for critical discussion around the issues of racism and white supremacy. For instance, we actively call out racism through its opinion pieces, policy papers, and communication channels providing critical commentary on the racism and inequality apparent in the peace and security sector. Advocacy - our advocacy strategy reflects a commitment to diversify the voices that shape peace and security policy and practice to reflect the needs and concerns of those more accurately most affected by conflict and insecurity. We established an Advocates Network that currently includes 27 activists from 20 different countries across 5 continents, which is racially diverse. The Advocates Network will provide peer support and professional development, connect young people to "high-level" spaces, support

institutions to meaningfully include diverse youth representatives and delegates in peace and security initiatives, and raise the profiles of youth as experts in peace and security. We have already facilitated the participation of 3 peace activists in international forums. The network was formed in December 2020 and our recruitment process centered DEI principles throughout. Examples of this include our communications and outreach strategy which generated applications from candidates in 50 different countries, our application reviewing process which accounted for barriers to participation and prioritized diverse experiences, and our initial communications to members which articulated our commitment to equality, diversity and inclusion and creating a safe, respectful, and constructive space for discussion. We are currently working with members to develop the structures, processes, and principles that underpin the network and ensure that our ways of working, and activities reflect the priorities of the people it aims to serve. These processes will be underpinned by the values of anti-racism and anti-oppression

Advocacy

- As an individual, I insisted on staff-wide diversity training. I raised the issue of diversity with my Board (and got a very hostile reception.) I organized and led monthly DEI meetings amongst the staff.

SECTION 4

This section details the survey responses to questions on the challenges they face in combating discrimination and racism, how they measure success, and hold their leaders and staff accountable.

4.1 WE KNOW THAT ORGANIZATIONS ARE DIFFERENT TYPES (ACADEMIA AND RESEARCH, THINK TANKS, NGOS, PHILANTHROPY). WHAT ARE SOME OF THE UNIQUE CHALLENGES YOU FACE IN COMBATING RACISM AND DISCRIMINATION AND PROMOTING DEI AT YOUR ORGANIZATION?

Lack Of Intentionality

- Historically have not been intentional about DEI efforts. They happened ad hoc, or in siloed groups.

Size Of Organization

- No real challenges: we are a small staff of three, so our broader network of members is a better gauge of how well our sector is doing in DEI. Though our board members could be a guide.

Leadership

- We are a non-profit foundation, and our DEI and Gender, Race, Religion, Ethnicity, and Nationality group (GRREN) has faced a barrier with a lack of transparency in how DEI is implemented at the executive level and in the hiring process.
- Making sure people put in the time for these efforts Creating accountability measures by Creating buy-in from senior leadership Ensuring efforts are communicated from the top as well.

Funding

- As a non-profit, one key challenge is finding the resources to devote to DEI and We'd like to fundraise to ensure there is a budget for training.

Diversity

- Insufficient diversity in senior leadership, board positions, and funders.
- As a funder affinity group - a network - we convene a very diverse group of 58 foundations and individual philanthropists, all of whom have their own DEI goals, strategies, equities, audiences, etc. Our biggest challenges include meeting our members where they're at and pushing them towards greater DEI within their power as individuals and as organizations, but we can't force/shame them into improvements (for lots of reasons, but mainly because we want them to stay in the network so they can continue to grow their DEI work). Additionally, our field - philanthropy - is even less diverse and inclusive than the regular NGO field (it feels like - we don't have stats) and super privileged (which is, of course, tied to and props up systemic racism, capitalism, etc.)
- We are focusing on getting people of color and minorities into our organization; however, the challenge is foreign policy roles do not have a great amount of minority, specifically women, applicants. However, sometimes the conversation can sound more like empty effort than actual initiative.

Internal And External Bias

- Our organization aims to be bi-partisan and with DEI being increasingly pursuit of folks on the left, I feel my organization struggles to be explicit in condemning racism and discrimination for fear of losing partners or appearing partisan. (I don't feel this is a good reason to delay prioritizing it!)

4.2 WE KNOW THAT ORGANIZATIONS HAVE DIFFERENT SUBSTANTIVE AREAS OF FOCUS (PEACE AND SECURITY, FOREIGN POLICY, ART, NATIONAL SECURITY, HUMAN RIGHTS, MEDIA, HUMANITARIAN). WHAT ARE SOME OF THE UNIQUE CHALLENGES YOU FACE IN COMBATING RACISM AND DISCRIMINATION IN PROMOTING DEI IN YOUR FIELD?

Lack Of Diversity

- Our field seems to be more "male, pale, and stale" than your average field of expertise. So, it's a long road to liberatory anti-racism.
- The program I manage is a diversity talent pipeline and there are a lot of rules around what we can say-- we can't be very specific about wanting BIPOC folks, we just broadly say we value diversity. Further, in the selection process, (like affirmative action) we cannot give points for diverse identities which feels counterproductive to the initiative itself, it doesn't always actually create more diversity.
- We're trying to advance policy reform in an arena that has historically been dominated by white men and considered militarism to enhance someone's credibility and legitimacy in the debate.
- I believe my foreign policy organization has trouble addressing microaggressions and equitable pay and hiring diverse individuals for research positions
- I don't have any challenges in my immediate role, the challenge is getting diversity in other roles within the organization.

Bureaucracy

- Besides working to ensure diversity, equity, and inclusion within our organization, we strive to influence our partner organizations in dealing with these issues as they impact current volunteers and the program globally. Trying to influence a federal bureaucracy can be quite difficult.

Organizational Buy-In

- Making sure people put in the time for these efforts Creating accountability measures Creating buy-in from senior leadership Ensuring efforts are communicated from the top as well.

DEI Implementation

- The foundation-wide DEI training has come from external sources that aren't studied in our foundation's work. Our employees are having trouble translating the training into practice.
- A persistent belief that the policy issues associated with the field have nothing to do with DEI.
- As a non-partisan organization that has stakeholders on both sides of the aisle, how do we promote DEI while also staying non-partisan when a predominant faction of one side

4.3 CAN YOU EXPLAIN SOME OF THE CHALLENGES YOU FACE IN DEALING WITH THE ISSUE OF MICROAGGRESSIONS AT YOUR ORGANIZATION?

Lack of awareness

- Ignorance of this issue at the leadership level and Potential lack of awareness in some areas.

Inadequate Training

- While we have anti-bias training, there hasn't been any training specifically addressing microaggressions and there aren't many conversations about it outside of the DEI
- wider access to Spanish language translators, and generally the lack of consideration for employees outside the US (currency conversions, rhetoric around violence).

Internal Policy

- We don't have a conflict resolution policy that is well known, so staff might be left wondering where they can go for help. After we shift fiscal sponsors (Jan. 1, 2022), we'll work on this policy to ensure that any behavior that makes anyone feel harmed is addressed.
- Making sure everyone understands what to do as a bystander Making sure directors/managers are self-aware and think about that
- We are struggling to address microaggressions in our organization because I feel the leadership set an example that it is okay behavior... they usually apologize later but there's no true accountability which makes it seem like it doesn't matter.

Size/Structure of Organization

- We're a very small organization with limited systems/budgets.

4.4 HOW WILL YOU MEASURE SUCCESS?

Internal Metrics/KPIs

- Each year we conduct a year-end review of our DEI efforts based on how they meet our "Plan to Combat Institutional and Systemic Racism." This review includes achievements, and areas to improve, and allows room for brainstorming new goals to meet. We will measure our success in 2022 based on how well we meet our criteria and goals for the year as laid out in our 2021 end-of-year review.
- Success will be measured quantitatively through demographic metrics of both staff and movement leaders, and qualitatively through staff and movement leader feedback, staff retention, and 360 evaluations.
- With regards to our efforts to diversify our training programs, we can look at concrete metrics like whether the number of BIPOC participants in our courses has increased. Other metrics, such as fostering a safe and inclusive workplace, are somewhat more difficult to measure, though our DEI committee has administered anonymous surveys and is working on things like "office hours" and virtual suggestion boxes to address concerns from staff. We would certainly be interested in learning more about what other organizations are doing to measure success in DEI and anti-racism since a lot of DEI data is anecdotal rather than numerical.
- By looking at retention of all our Advisory Board members (not just people of color) and evaluating how many people of color participate in our training, regular brown bag convening, events, and fellowship program.
- Whether or not all departments have achieved each of their departmental goals, or if not developed a plan to do so. Equity Rises is incorporated widely across the whole work of the organization. That conversations have been maintained by both staff and the board.
- Ongoing staff surveys and informal check-ins to gauge the sense of belonging and impact, etc. Annual metrics show increased racial and gender diversity among staff and trustees. Annual metrics show the upward trending diversity of grantee organizations. Annual metrics show increasing trends of partnerships with vendors that are owned, managed, or staffed by racially and gender-diverse people.
- Beyond metrics indicated above and below, the 22 justice and equity indicators of the JUST label each have four levels of increasing ambition. In areas where we have room for growth, we can measure success by progressing toward a level 4 for that indicator.

With programming efforts, we develop activity-specific measures of evidence or indicators of progress (e.g., key stakeholders share ideas/concepts/recommendations beyond those directly involved in a programming event). The pay equity audit should come with a set of recommendations that will help us measure progress. Our DEI consultants will also help us to identify what can/should be measured as we undertake our larger organizational effort.

- Outputs and conferences are easy to measure. We use a matrix for our research analysis and examine the percentage of BIPOC perspectives. Funding; type of support to types of organizations (we're using the GCNP framework for funding metrics) Organizationally; internally we are continuous learners in the space; the last hiring process was informed by DEI lens.

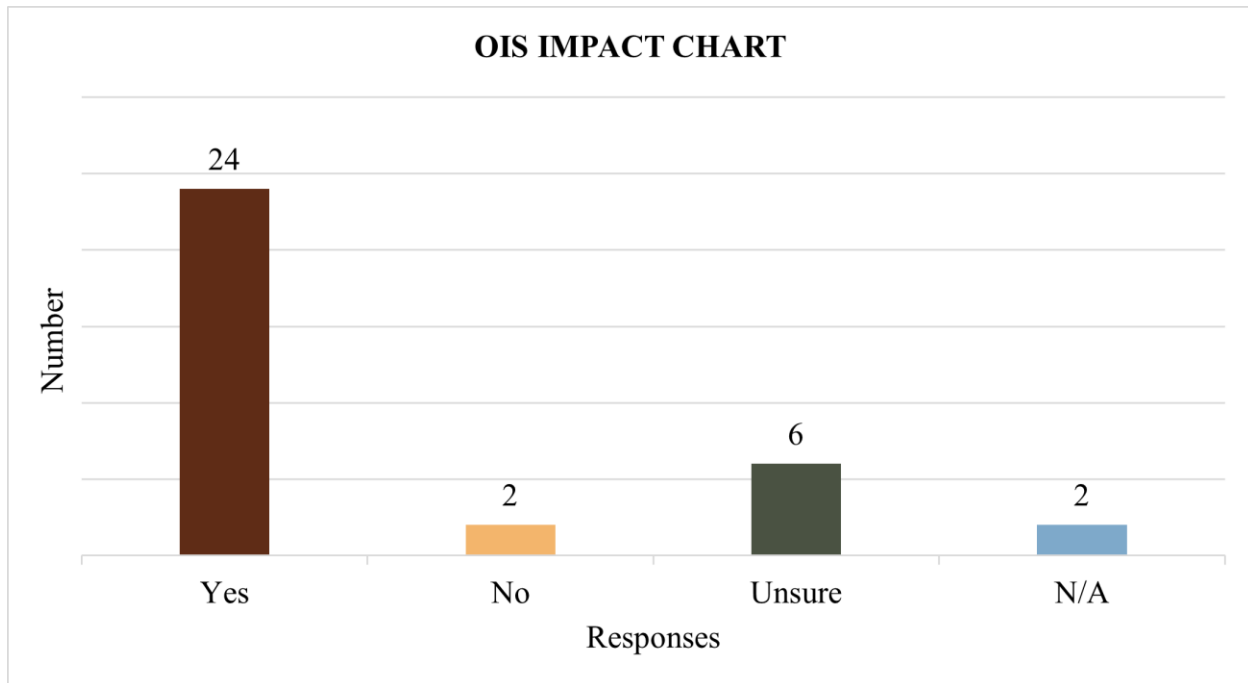
Increased Organizational Diversity

- When the diversity I described earlier is represented equally across the different organizational levels and there are opportunities for growth for people.

Increased Collaboration

- We will work with other organizations in the field on the best practices

4.5 HAVE THESE ACTIVITIES CHANGED OR EVOLVED BECAUSE OF YOUR WORK WITH OIS? IF SO, HOW?



Yes

- Yes - we are working on a systematic review of the organization inspired by the different themes covered by Ois working groups. While this is a big undertaking for us, we think that it'll make us a far stronger organization.
- Yes, the inclusive events guide came out of a meaningful DEI working group meeting. Ois also helped us maintain momentum and motivation on efforts like increasing our intern stipend and helped provide ideas for future initiatives we plan to implement, such as creating a clearer incident reporting structure.
- This has benefited from the discussions and best practices shared on the Ois Slack channel and in the monthly meetings. Focal points often report back on any points of discussion or possible steps to implement that may be useful for the organizations to consider.
- Yes. In general terms, our participation in Ois has provided us with access to a network of experts working on the same goals, providing us with additional information on best practices and a way to share opportunities that have come about because of our Ois work. For example, we are working to strengthen its relationships with HBCUs and other

institutions that serve significant populations of BIPOC and have had several side meetings with people involved in OiS to further this work. In Summer 2021, as part of a new partnership with an instructor at that university, we hope will lead to collaboration on other training and education programs as well. We also feel that OiS has created positive momentum in the funding arena, and one of our new staff plans to submit a proposal under this RFP designed to advance our anti-racism work. We hope additional funders will enter this area of work since one of the most significant challenges to anti-racism and other DEI work is a lack of funding.

- Yes. The decision to expand THE Initiative and include race as a core component was in part connected to our commitment to OiS.
- In the present context, our organization would be undertaking these activities regardless of OiS membership. However, OiS membership and leadership of the working group on elevating the voices of people who identify as black, indigenous, and people of color has helped us give special consideration to DEI in our communications.
- The following are some examples of how our activities or work has evolved because of our involvement with OiS:
 - a. Use of the OiS job board in our search processes.
 - b. Participation in OiS job fairs.
 - c. Inclusion of goals to amplify and elevate BIPOC voices in our social media strategy.
 - d. Remaining mindful of the importance of diversity in commissioned author selection.
 - e. Having staff in the Forming the Future working group has been beneficial to how we develop invitation lists and consider early-career or students to attend or for defined roles (e.g., rapporteur) at our events.
 - f. For those of us who are a part of working groups, it has helped us with personal contributions to our organizational conversations and efforts around DEI
- Absolutely. OiS is a great resource and network to discuss DEI issues with a group of lovely and supportive colleagues. Besides feeling supported and re-energized in the work, I have learned a lot from the Meaningful DEI working group and the general meetings.
- We have been able to connect with others in OiS and are looking forward to some future collaborations. We are also looking forward to some of the ongoing work within the working groups to help inform some of our endeavors. Working with the Safe Workplaces

WG, we look forward to learning more about the ombudsman project and seeing if/how that may inform some of our future work.

- They most certainly have. We joined the working groups and brought the conversations internally. Because we are a small organization, the discussion prompts serve as reminders of themes we should be broaching internally. We are looking forward to integrating the meaningful apology toolkit into our practices.

No

- No. Our organization has been doing anti-racism and DEI work for 5+ years now; we're happy to join OIS to continue to show our support for other networks doing this work in our sector and to share our lessons learned/best practices since these are useful to our colleagues in the peace/security sector.

Unsure

- We are hoping to dedicate more funding to the DEI Working Group and explore other avenues for our team to engage in anti-racism organizations and groups.

4.6 WHAT IS THE BEST WAY TO ENSURE ORGANIZATIONS REMAIN ACCOUNTABLE?

Leadership Buy In

- Buy in from the top down and at all levels to indicate the importance of this work. Not only paying lip service to being a DEI organization but living it every day in the workplace.
- A commitment from organizations' boards, senior leaders, funders, and supporters to address these issues and create a culture of accountability.

Internal and External Accountability

- Public availability of organization makes up; funders requiring a diversity element within their funding offer.
- Transparency! And consequences for NOT attending to promises made around DEI.
- A commitment to periodic reporting. Transparency is so important.

Internal Systems

- Protocols, handbooks, training - anything that can help the organization be aware and acknowledge issues and concerns.
- Policy changes and dismantling systems of power that emphasize power structures that are already in place.

4.7 HOW ARE STAFF AND LEADERS HELD ACCOUNTABLE FOR ISSUES OF RACE AND DISCRIMINATION AND DEI RESULTS IN YOUR ORGANIZATION?

Transparency and Accountability

- Staff and leaders are encouraged to speak out if they feel they have been subject to or witnessed discrimination.
- Staff holds one another mutually accountable. There is no other formal process for that. When staff has tried to raise DEI issues with Board leadership, they have been met with a great deal of defensiveness.

Internal systems

- We build in DEI-focused goals into staff annual performance metrics; these annual reviews include an anonymous 360 review where anyone can flag challenges, including those of a racial and discriminatory manner. We recently did an internal equity audit with external expert advisors and shared the full results with our organization's membership and conducted an hour-long learning session and Q&A with our members. We just wound down our DEI Advisory Committee because we've woven DEI goals into our overarching strategy, which we as staff are held accountable for with our Steering Committee (board).
- We have a board and executive leadership who are very committed to advancing DEI. will be creating a roadmap and dashboard to monitor progress
- We have an annual Equity and Social Justice Work Plan with goals and milestones. It also requires quarterly reporting to our membership.

4.8 WHAT DO YOU WANT TO SEE YOUR ORGANIZATION ACCOMPLISH IN THE NEXT YEAR IN COMBATING RACISM AND DISCRIMINATION, AND PROMOTING DEI?

- Share the results of our audit, and have an open, honest dialogue about the results so that we can target areas where we need to be better, improve our practices, and support staff with the tools/information to make DEI a part of our culture.
- More consistent prioritization of DEI initiatives, bring in an outside consultant to review DEI, create clearer incident reporting structure, implement demographic reporting of staff and periodic anonymous surveys taking the pulse of staff and how they feel about DEI in the workplace, only speak on or sponsor events with a certain percentage of women or POC panelists, host more events that intentionally examine topics related to race and gender.
- We need to put together a training for staff and members on DEI. We need to diversify our staff and boards. We need to support members' DEI efforts.
- We anticipate transitioning to our new organizational model in early 2022. We intend and expect this will open career pathways and strengthen the talent pipeline in ways that bring in more diverse talent both on staff and within the broader disarmament movement, connecting nuclear issues with other issues including anti-racism, environmental justice movements, and Indigenous rights, in ways that build trust and authentic engagement among organizations and communities of practice. We will continue to provide continuous education and group discussion opportunities on anti-racism and DEI and ensure organizational activities and the workspace itself aligns with the established values of imagination, trust, justice, courage, and empathy.
- As a small collaborative, we have an advisory board, which is mandated by our fiscal sponsor. Our funders form the core of our advisory board, and that decision-making authority resides with them except insofar as they have delegated it to staff. We have, however, created a new Advisory Forum, which includes numerous Black people and others of color, and we continue to seek more diverse funders for inclusion.
- Finalise our DEI strategy and share it with the world Onboard another diverse cohort into our network. Create a new Research Series with diverse voices, content, and format related to issues of DEI. Establish a communications function to help us to reach more diverse groups with our work, opportunities, and advocacy.

- Deeper understanding amongst our members - some of whom are OIS members as well!
- about how the philanthropic sector upholds white supremacy and what they can concretely do on individual, organizational, and sectoral levels to help dismantle this.
- The successful implementation of the first year of Equity Rises.
 - a. Achieve all departmental goals, including establishing a baseline understanding of the gender, race, and disability makeup of our grantee pool.
 - b. Implement a successful RFP with a diverse applicant pool and grant recipients.
 - c. Continue conversations at the staff and board level on DEIA topics including racism and discrimination.
- Trustee race and gender equity audit. Ongoing race affinity group.
 - a. A complete framework for incorporating racial and gender justice and equity lens in grant making.
 - b. Communications DEI audit.
 - c. Updated and expanded staff self-reported identity survey.
 - d. Apply racial and gender equity and justice lens across all grant-making portfolios.
 - e. Vendor diversification.
- We will initiate our DEI Strategy in 2022, identifying a few key areas for intervention starting in 2022 and over the next 6 years.
- I want to see us expand from a Black-focused supporting organization to specifically support POC, sexual identity, etc.
- In the next year our planned accomplishments include: - improved practices and new/updated employee policies - a pay equity audit - shifting the DEI committee from the leadership team to others on staff - making MLK Day (with encouragement for staff to volunteer in our communities), Juneteenth, and Native American Heritage Day paid holidays - ongoing individual and organizational learning (all-staff sessions, coaching, board efforts) - ongoing individual learning through professional development and otherwise
- Stronger connection of our program steps into the bigger organizational picture. Further internal training and growth. We are building a truly diverse advisory board and will provide modest stipends for advisors

- As noted, I would like to see the concrete outcomes of the last DEI report acted upon by team members when they recruit and when they make decisions about the voices featured in our media.
- Our organization aims to create a steady stream of content, and lift a significant number of voices, to sustain a high-level policy discussion around how structural oppression shapes policy in our field, and what responses to that might look like. After a year of status quo funding, we're also hoping to grow, and aim to use that growth to diversify who we are.
- Streamlining efforts and engaging meaningfully with OIS working groups (and other DEI work), so that we participate actively, rather than paying lip service
- 1. Recruiting more BIPOC Board and Committee members. 2. Develop a vendor and service provider selection process with meaningful DEI criteria.
- More EDI-focus training; adding a DEI-related question to our interview hiring; implementing employee resource groups; collecting data on the office climate regarding diversity, equity, and inclusion.

CONCLUSION

In the year between 2020's baseline report and this follow up report we have seen an incredible amount of persistence, and solidarity from our organizational partners across the peace and security field. They have integrated the imperative to diversify our field into the way they do their work in a vast array of ways and came together to grapple with the realities of racism and white supremacy in a meaningful and sober fashion that is heartening for the continuation of our work into the future. With the continued collaboration, dedication, and ingenuity of our partners, both organizational and individual, we can continue to make progress toward a more equitable and just peace and security field.

Yet we must still bear in mind that the list of Black and Brown people who have been killed at the hands of police and other inequitable systems continues to grow, repressive practices still flourish, and racism and white supremacy continue to do untold harm. We have made progress, but we still have much farther to go. We must champion justice for those who have suffered in silence. There is no peace and security until we all share peace and security.

There is much work to be done.