



The SVRI DEI Statement

The SVRI is committed to always put kindness at the heart of how we work with all our partners, stakeholders, and members.

The SVRI envisions a world where a diversity of ideas is embraced, collaboration is the norm & there is a global rebalancing in research knowledge & power. As such, diversity, equity, and inclusion are among SVRI's core values. We prioritize equitable inclusion of people regardless of gender, sexual orientation, gender identity and expression, ages, races, ethnicities, languages, and/or abilities. We know that a diverse, inclusive, and equitable working environment and network promotes employee well-being, growth, innovation, and delivers better science. We are committed to creating a working environment where staff feel included and valued for their contributions and an organization of people who reflect the diversity of the broader field, our partners, grantees, and the communities we serve. We focus on attracting, retaining and nurturing employees from diverse backgrounds and skill sets, fostering a supportive workplace where inclusivity is expected and prioritized and that is conducive to innovation and high-quality work.

We strive to make diversity, equity, and inclusion a reality by:

- Living our principles of being feminist and women-centred, rights-based, ethical, innovative, collaborative, and equitable.
- Embedding diversity, equity, and inclusion in our policies, practices, and code of conduct.
- Making opportunities for training, development, and progress available to all staff, to help ensure their talents and resources are fully appreciated and used to advance the field.
- Reviewing employment practices and procedures when necessary to ensure fairness.
- Monitoring the make-up and skill mix of our team and partners (including consultants in terms of paying attention to gender, sexual orientation, gender identity and expression, ages, races, ethnicities, languages, and/or abilities in encouraging equity, diversity, and inclusion.
- Prioritizing mental health and collective care, through monthly grounding sessions and making available mental health days for staff as needed.

In all our activities, events, and panels, we strive to address intersectionality and put diversity, equity and inclusion into practice by centering voices of individuals and communities who face multiple and intersecting forms of discrimination. Language justice is important to us – through the provision of translation and interpretation services - where funding allows - we ensure our events, including the Forum are multi-lingual spaces. We endeavour to ensure grants are given to research consortiums led by researchers from and living in low- and middle-income countries. At the Forum, diversity, equity, & inclusion are put into practice through bursaries the SVRI Forum Young Professionals Programme, by



thinking through how diverse communities might experience the spaces and events taking place and embedding well-being, care, and kindness throughout the event. Bursaries ensure the participation of under-represented voices at the Forum, particularly practitioners & women's rights organizations, and new & emerging researchers from LMICs.

To further support our commitment to equity, diversity & inclusion, the SVRI in dialogue with the field has developed a set of resources to advocate for more and better funding for research on GBV. These resources were co-created using participatory, crowdsourcing methods (that include translation of critical documents and surveys into multiple languages) to ensure the inclusion of diverse voices in identifying research priorities, highlighting who & what is being funded, & how this funding can be done ethically to benefit women & children.

Committing to diversity and inclusion allows SVRI to achieve our mission and outcomes to increase innovations, increase the number of LMIC-based researchers, foster a co-operative and nurturing field, and mobilise resources.

