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Update on IFAD's Efforts against Hate Speech, Racism and Other Forms of Discrimination

Addendum

Management's Response to Member States' Comments

Executive Board — 132nd Session
Rome, 19-21 April 2021

For: **Information**

Comments from Mexico	Management response
<p>We want to thank the Management for its positive response to this issue raised recently during the EB. The actions outlined look reasonable and we hope that all staff takes the inclusion training. This includes consultants too?</p>	<p>Management thanks the distinguished Executive Board Member State representative for the support on IFAD's actions against hate speech, racism and other forms of discrimination. The training on diversity and inclusion is being delivered in a classroom setting at meetings organized by divisions with their staff/non-staff, including consultants.</p>

Comments from France	Management response
<p>France would like to thank IFAD for the updated information on the measures taken to combat hate speech, racism and other forms of discrimination. France is actively engaged in the fight against all forms of discrimination and is committed to supporting concrete actions towards this goal. These efforts need to be collectively taken upon to reaffirm and implement a zero tolerance policy within IFAD and its external partners. We stress the importance to adopt an intersectional approach, taking into account links between different forms of discrimination. Therefore, the future strategy and plan of action should create linkages with other relevant policies, such as IFAD strategy to prevent and respond to sexual harassment, and sexual exploitation and abuse. We encourage IFAD to include Member States during the different stages of the process, for which we would welcome more information in terms of temporality.</p>	<p>Management thanks the distinguished Executive Board Member State representative for the support on IFAD's actions against hate speech, racism and other forms of discrimination.</p> <p>We take good note of the recommendation to create linkages with other internal workstreams looking at different forms of discrimination and relevant policies such as the strategy to prevent and respond to sexual harassment, sexual exploitation and abuse. Member States will continue to be regularly updated on action plan deliverables.</p>

Comments from Canada	Management response
<p>We thank IFAD for responding to EB member request for a written update. We look forward to the results of the staff survey being planned in order to inform a more robust approach. On the diversity and inclusion training being developed with anti-racism and discrimination elements, will this course be mandatory across all staff?</p>	<p>Management thanks the distinguished Executive Board Member State representative for the support on IFAD's actions against hate speech, racism and other forms of discrimination. Member States will continue to be regularly updated on action plan deliverables, including on the survey to be conducted this year. The training on diversity and inclusion is being delivered in a classroom setting at meetings organized by divisions with their staff/non-staff, including consultants. An online version of the training is under development, to be inserted in the list of mandatory trainings.</p>