
IFAD Strategy on Diversity, Equity and Inclusion: Update

Management response to Member State comments

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Comments from the United States	Management response
<p>The United States is prioritizing merit-based equality of opportunity for all and supports the elimination of discrimination on the basis of all protected classes, including race, color, religion, sex, age, disability, national origin, and genetic information. The policies and actions of multilateral institutions should align with principles of fairness, efficiency, and accountability.</p> <p>IFAD should focus on removing barriers to employment opportunity for every individual in the agency's employ without preferencing individual groups.</p> <p>We urge IFAD to focus on improving project delivery and performance rather than expending effort benchmarking against UN diversity, equity, and inclusion ideology. The United States does not support the use of the term "gender" when discussing sex-based distinctions. Therefore, we urge IFAD to change "gender equality" references throughout the document to more clearly reflect its work promoting equal access to employment opportunities.</p>	<p>We thank the United States for your comments. Fairness, competence and merit in hiring remain central to our work, while benchmarking with other multilateral institutions strengthens transparency and accountability. We value the diverse perspectives of IFAD's Membership and remain open to guidance to ensure equal access to opportunities for all.</p>