

SHAPING OUR NEW NORMAL WEBINAR QUESTIONS

Feed the Future Market Systems and Partnerships (MSP) and the Canopy Lab
May 02, 2022 Webinar

	Question	Answers
1	What finding do you think is the most challenging?	<p>One of the harder sub-findings to unpack was the mixed impact of allowing fully remote work, which is preferred by women and minorities. How might such arrangements present risks to their career development, especially if other colleagues choose to be more visible through in-person/hybrid arrangements? How can we dig deeper into managing this challenge?</p> <p>In addition, we believe locally led development also presents a series of long-standing challenges and considerations. The Brookings Institutions just released a report on localization which highlights both the obstacles and opportunities: Locally driven development: Overcoming the obstacles (brookings.edu)”</p>
2	Really interesting presentation - Question for anyone on the panel – have you found others in international development doing similar analytical research on issues around DEEI?	<p>Social Impact has initiated the Benchmarking Race, Diversity, Inclusion, and Diversity in Global Engagement (BRIDGE) institutional survey in 2021 to baseline DEI at the organizational level across US-based organizations in the international development and humanitarian sector.</p> <p>We also understand that the Humanitarian Advisory Group has been publishing on diverse leadership and localization issues since 2018.</p> <p>We at the Canopy Lab have also launched an Inclusion and Leadership series to explore the various structures, norms, and biases that influence who gets to lead international development programs, including Industry Perspectives on the Impact of Restrictive Criteria and An Analysis on Gender Inclusivity in Job Descriptions.</p>
3	How are you finding the collaboration and data/knowledge sharing among the international development	<p>We know that the Society for International Development Washington (SIDW) launched a series called The Continuing Impact of COVID-19, which explores how international development programs</p>

	<p>communities? Are organizations ready and willing to share their challenges? What could be improved in this collaboration among IPs?</p>	<p>have pivoted in the last two years and what shifts they are considering as they address the continuing impact of the pandemic.</p> <p>We also understand that the aforementioned BRIDGE study was designed by a coalition of organizations and platforms, and the survey was completed by 166 organizations - a testament to a desire to contribute their information regarding their workforce composition.</p> <p>We do nonetheless want to emphasize that one of our study's observations is the continued disconnect between IP leaders (who are talking about the pandemic-related challenges in terms of navigating public health issues) and employees (who are talking about deeper systemic challenges around work-life balance, resourcing, etc.)</p>
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If there are any additional ongoing DEI-related initiatives and resources that we should be mindful of, please reach out to Holly Krueger at holly@thecanopylab.com.