

OUR COMMITMENTS TO DIVERSITY AND INCLUSION

AGENCE FRANÇAISE DE DÉVELOPPEMENT DIVERSITY AND INCLUSION POLICY - 2020



DIVERSITÉ ET INCLUSION

OUR CHALLENGE WHY THIS COMMITMENT

AS A FENCH
PUBLIC INSTITUTION,

Agence Française
de Développement must set
**an example in terms of diversity
and inclusion.** It is an essential
prerequisite for its excellence.



WE WORK IN OVER 110 COUNTRIES

on increasingly varied thematic areas. It is therefore essential to understand the cultural, social, human, historical and political contexts in which we conduct our development action. **The legitimacy of our operations and therefore the quality of our projects depend on this.** Our performance must be operational and economic, but also **social.**

OUR AGENCY MUST ENSURE THERE IS CONSISTENCY between its external commitments to its clients, partners and the general public and **the internal operating methods it develops. It endeavors to reflect society.** A work community is built using everyone's talents and differences. Effectively managing diversity means promoting the expression of ideas, which drive innovations, and **putting them to full use for AFD's performance and the personal development** of its employees.

WHAT WE WANT TO BE

TO ADDRESS THIS CHALLENGE, AFD AIMS TO BE RECOGNIZED
AS A **ROLE MODEL FOR DIVERSITY AND INCLUSION**, EXEMPLIFYING
ITS **OPENNESS TO THE WORLD** ON A DAILY BASIS.



WHAT WE WANT TO DO THIS AMBITION IS SET OUT:

AFD works as closely as possible with local stakeholders and encourages its beneficiaries to in turn work to achieve more **diversity and inclusion**.

AFD is committed to promoting diversity in its teams and profiles and to **fighting against all forms of discrimination and inappropriate conduct, including racism and sexism**. HR processes and communication and awareness-raising activities are the main tools for this.



AFD **promotes a comparison of viewpoints and input from new ideas** to allow it to adopt processes suited to the people who use them.

AFD establishes **close ties with other stakeholders who are committed** to or want to commit to diversity, so that it can continuously renew itself and pass on its experience.

WHAT ARE WE TALKING ABOUT?

• DIVERSITY •

Applied to companies, it means the diversity of the profiles of employees (origin, age, gender, physical appearance, disability, sexual orientation, religion, seniority).

• INCLUSION •

Applied to companies, it means all the collective conditions that allow everyone to assert their personality, competencies, ideas and commitment, so that they can give the best of themselves to a common project.

• DISCRIMINATION •

Unfavorable or unequal treatment compared to other people or situations.

• SEXISM •

Any action related to the gender of a person which has the object or effect of harming their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

• RACISM •

A systematically hostile attitude towards a given category of persons, based on the belief that there is a hierarchy between human groups or "races".

