

Interim Statement of Diversity, Equity and Inclusion

May 2021

Primary Care International is committed to providing equal opportunities for all, irrespective of age, disability, marital or partnership status, religion/belief, working pattern, caring responsibilities, gender and gender identity, race and sexual orientation. We recognise the value of diversity and seek to promote this in all aspects of our work.

PCI was originally founded by a group of medical doctors in partnership with experts in business management, marketing and talent. It has thus always been recognised that with diversity comes a wealth of different perspectives enabling us to tackle challenges from multiple angles. Indeed, we believe that diversity in all its forms (racial, ethnic, cognitive, gender, ability, sexuality, religious) is essential to high-performing teams.

Efforts have been underway over the past five years to develop a more diverse network of Clinical Associates, living in or from the countries where PCI works. This work continues.

Wider events in the external environment, including the Black Lives Matters movement which hit mainstream media last summer, have further shone a spotlight on systemic and institutional racism and the irrefutable need for meaningful inclusion and representation of people of colour in the workplace, from Board level downwards.

Given that PCI works so substantially in lower- and middle-income (LMIC) settings, it is particularly important that we bring into the organisation people with lived experience in such settings. Not only is this the right thing to do from an anti-racist perspective but is also critical to ensuring the organisation avoids the pitfalls of 'groupthink', instead benefitting from a diversity of perspectives and expertise which will enable us to better meet our goals as an organisation.

To create a diverse, inclusive and open organisational culture, PCI undertakes to:

- Conduct an organisation-wide survey to understand our current diversity and to gain insights into peoples' experiences of working for PCI; and form a plan to tackle any issues raised;
- Reach a balance whereby at least 40% people of colour / people with lived experience in LMIC are serving on the PCI Board of Directors by the end of 2021;
- Establish a multi-disciplinary International Advisory Council to provide strategic insight and thought leadership to the Board of Directors;
- Continue to diversify the globally co-located PCI Clinical Associate network so as to be more representative of the places where PCI works;
- Develop an Alumni pathway for people who have participated in PCI learning programmes to support further diversifying of the PCI Associate network as well as to create professional development opportunities for emerging primary healthcare leaders;
- Review and revise the language used within PCI to avoid perpetuating colonial mindsets or actions in our programmes and in our organisation more widely.

This statement will be updated in mid-2022 when we expect a number of the above workstreams to be completed and tangible progress to be reported.

For more information www.pci-360.com