

Annual Statement on Diversity, Equity and Inclusion

Last updated August 2022

Envisioning a world where everyone has access to the quality healthcare needed to live fulfilling lives, with a focus on quality, resilience and equity, Primary Care International is committed to equality of opportunity 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 operate a flexible, virtual environment that supports a diversity of working patterns.

We strongly believe in the importance of diverse teams and seek to achieve this through the composition of our Board, Management team and Associates. Our journey to prioritise equity and inclusion in action has seen emphasis placed on increased representation of racialised minorities in all areas of the organisation in recent years.

This the right thing to do from an anti-racist perspective. It is also critical to ensuring the organisation avoids the pitfalls of ‘groupthink’, instead benefitting from a diversity of perspectives, expertise and live experience which enables us to better meet our goals as an organisation.

In addition, given that the PCI seeks to support work where health system strengthening is the focus and where there are resource constraints, we have been intentional in promoting a collaborative, multi-directional mindset based on the valued contributions of the working and lived experiences of our associates, partners and programme participants.

To create a diverse, inclusive and open organisational culture, PCI set the following targets in 2021 against which this status update is provided:

Target (May 2021)	Status update (July 2022)
Conduct an organisation-wide survey to gain an understanding of our current diversity and to gain insights into peoples’ experiences of working for PCI as an inclusive organisation; and form a plan to tackle any issues raised	Survey conducted in October 2021; practical suggestions made for improving transparency in allocation of Associates to projects; changes implemented
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	60% of current Board members are people of colour and/or bring lived experience of healthcare in LMIC
Establish a multi-disciplinary Global Advisory Council to provide strategic insight and thought leadership to the Board of Directors	Global Advisory Council launched in April 2022; a gender-balanced group of representatives from Africa, Asia and the Middle East
Continue to diversify the globally co-located PCI Clinical Associate network to be more representative of the places where PCI works	A further Associate network recruitment round was held in March 2022, creating an opportunity to further diversify the network with additional focus on lived experience; entry criteria were reviewed and amended to reduce barriers to entry by those living and working in Africa, Asia and the Middle East.

	Currently 60% of PCI Associates are people of colour, of which 50% are living and working in LMIC.
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	This is a work in progress which builds on our belief in the power of multi-directional learning; we have surveyed and consulted with PCI learners to understand what types of support and networking would best serve their needs as a diverse community. We now have plans in development of a support network for those who have completed PCI learning programmes and are looking for ongoing peer support, networking and learning exchange. We are also planning for the launch of an open progression pathway for Cohort Facilitators who have completed PCI learning programmes and would like to take their professional development to the next stage as part of the PCI team.
Review and revise the language used within PCI to avoid perpetuating colonial mindsets or actions in our programmes and in our organisation more widely	PCI consulted widely and produced an internal language guide; this is being used to update PCI communications materials and will be kept under regular review

In addition to the workstreams above, PCI's CEO Julia Beart participated in a BOND Anti-Racism Action Learning Set during 2021, is a signatory to ACVEO's Diversity Principles, and is a core member of the BOND Futures Dialogue group exploring how to make brave decisions and radically re-think the INGO construct in the context of decolonisation.

Targets for 2022

Targets for the coming year centre on bringing the voices of healthcare workers participating in PCI's programmes into the centre of our thinking, and in doing so, creating opportunities for people with lived experience to inform and to lead our work to strengthen primary healthcare globally as well as developing their own careers as emerging primary care leaders.

- PCI will launch a PCI community/fellowship promoting ongoing growth, multi-directional learning and global innovation
- PCI will launch an open pathway into paid / supported Cohort Facilitator roles for those completing Cascade or Lead courses on the PCI Academy, creating leadership opportunities whilst enabling PCI to provide relevant and timely insight and encouragement to cohorts of learners, delivered by experts by experience.

This work is a journey and an ongoing process. It represents PCI's own contribution to the decolonisation of global health and documents our commitment to deeply valuing and recognising leaders with lived experience.

This statement will be updated in mid-2023 to ensure that we continue to hold ourselves accountable for our work on diversity, equity, inclusion and anti-racist practice.

For more information www.pci-360.com