

AVRDC – The World Vegetable Center Policies & Practices for promoting Diversity at Workplace

AVRDC recognizes the importance of diversity for the Center to deliver its mission effectively and efficiently. To harness the benefits of diversity and bring fresh and different perspectives into the Center’s working environment, the Center will nurture an “**Inclusive Workplace**” through

- Implementing policies and practices that support diversity and equality
- Improving the representation of diverse people such as women, professionals from developing nations, physically challenged, etc.
- Using processes that enable inclusion, participation and contribution from all staff members in the work process

Policies & practices

AVRDC has stated policies for nondiscrimination, a harassment-free work environment, a safe working environment, equal opportunities, family friendly practices (education assistance, spouse employment, vacation, paternity & maternity leave, family-work balance, etc), fair recruitment practices, staff development, handling grievances, etc.

These policies project the Center as an “employer of choice” and enables attracting talent from diverse people, especially women and families.

Staff composition

The Center will continue to improve and balance the representation of women, men and other diverse characteristics across responsibility levels, research groups and in all its facilities in the world. To this effect the following actions will be initiated.

- Review and identify gaps in diverse representation and develop an action plan for improvement
- Strengthen the recruitment processes to increase the chance of recruiting less represented categories of diversity
- Provide guidelines for selection panel members on “Diversity Positive Recruitment” methods

Promoting diversity

Staff members will be informed about the significance of diversity for the Center and its activities, and about the Center’s diversity policies and practices. Training in interpersonal skills will be provided effective work practices suitable for diverse, multicultural teams. Help will be provided in resolving work related conflicts, quality of work life issues, etc. If required counseling services will be made available, wherever possible.