

3 October 2024

WFP Management Comments to the Internal Audit Report of WFP's Diversity, Equity, and Inclusion (AR/24/10)

WFP Management welcomes the observations made by the Office of the Inspector General (OIG) in its internal audit report on WFP's Diversity, Equity, and Inclusion (DEI) efforts (AR/24/10), covering the period from 1 January 2022 to 31 March 2024.

WFP Management acknowledges the audit's overall conclusion that major improvement is needed to provide reasonable assurance that DEI objectives are fully achieved. The report also recognizes the progress made in critical areas, such as the creation of the DEI Unit and its early successes in gender and disability inclusion, along with foundational work on anti-racism and LGBTIQ+ inclusion. These acknowledgments reinforce the commitment to addressing the identified gaps and building a more cohesive and sustainable approach to diversity, equity and inclusion within WFP.

WFP Management agrees with and supports the nine audit recommendations, comprising five high-priority and four medium-priority observations. WFP Management has initiated actions to address these recommendations, which are aligned with organizational objectives and are expected to be completed within the agreed timelines.

The high-priority observations are focused on five critical areas:

Development of a comprehensive DEI strategy and framework: WFP Management recognizes the need for an organization-wide DEI strategy and framework that covers all dimensions of diversity, ensures alignment, and provides clear guidance and accountability across all business units. This strategy is currently under development and will be completed by the agreed timeline.

Governance of the DEI portfolio: Plans are in place to establish a DEI committee as an accountability mechanism, ensuring a more efficient, observed, and integrated approach to promoting diversity, equity, and inclusion across the organization.

Employee diversity data: WFP management acknowledges the need to improve diversity data reporting and analysis. A diversity data reporting mechanism will be implemented to better track employee self-identification data across the organization.

DEI action plans: WFP Management through the DEI unit will update the action plans, consult employee resource groups and working groups, analyze data to address gaps and implement actions to fulfill audit recommendations.



Insufficient DEI staffing structure: WFP Management acknowledges the importance of adequate staffing to sustain DEI efforts. Plans are underway to strengthen the DEI team's capacity across all levels, from headquarters to the field. Additionally, WFP Management is strategically elevating the DEI function under the guidance of a Director (D1). This new structure, which will include the People, Culture, and Coordination Unit, will spearhead DEI and culture initiatives for WFP, further reinforcing the organization's commitment to integrating DEI into its core operations.

WFP Management is also addressing four medium-priority recommendations. This includes reviewing human resources policies with an inclusion lens and identifying barriers that may unintentionally cause inequities. Work has also commenced to define the approach to gather self-identification data on diversity within the organization and identify gaps and areas of improvement. WFP Management will also explore a more stable and centralized funding source to implement and sustain DEI. The final recommendation will also be implemented as we develop DEI training modules for all employees and managers.

These tasks will be prioritized to ensure timely implementation, and progress will be regularly monitored on the agreed actions that will occur, with updates provided through the corporate tracking tool.

WFP Management thanks the Office of the Inspector General for its thorough analysis and constructive engagement during the audit. Implementing the agreed actions will enhance the effectiveness of WFP's DEI posture and further strengthen our commitment to fostering an inclusive and equitable workplace for all employees.