

Diversity Statement



As a UK-based global NGO that supports partnering, TPI has always sought to reflect and promote diversity of thought and experience in our work. However, we recognise that we can do even more. This statement sets out our commitment and aspiration to continually improve our diversity, which is critical for us to promote our values, achieve impact, and lead change for sustainable development through the power of partnership.

What are our commitments to diversity?

We value diversity of thought and experience in our team and organisations with which we work because this allows us to make our work more appropriate, effective, and accessible, and encourages us to push boundaries and innovate for change.

We value diversity of race, nationality, and geographical location in our team and organisations with which we work because we believe that for global sustainability and justice we need to challenge 'north-south' structural power dynamics, which means challenging a system where leadership originates largely from the global north.

We condemn the exclusion and discrimination of people on the grounds of race, gender identity, sexuality, religion, nationality, or physical ability, and we thereby seek to ensure and encourage equality of opportunity in all that we do. We recognise that this means taking steps to improve our understanding of where obstacles to participation lie and being proactive in addressing these.

How will we know we are following these commitments?

We intend to hold ourselves accountable to these commitments and have set out a plan with indicators against which to measure our progress. We will periodically review this plan and ask our Board to do the same.

How do we live up to these commitments?

We are committed to seeking diverse experience and perspectives among our staff, board members, and associates, including being proactive in including those from backgrounds and countries that are typically under-represented as leaders of global change.

We are committed to making our ideas, tools, and approaches more accessible and inclusive for those who can make most effective use of them.

We are committed to being proactive in our approach to learning from the diverse experience and backgrounds of the organisations and entities with which we work, and we endeavour always to remain open to having our assumptions and approaches challenged, and to taking on new ideas and approaches that we may not have previously considered.

We are committed to finding ways to enable organisations and people we work with outside of the 'global north' to take ownership of sustainable development solutions, even if this means reducing our own footprint. When working with organisations and initiatives from the 'global north', we will seek to influence the way in which they structure their partnering initiatives to avoid perpetuating global power imbalances.

We are committed to interrogating our own and our partners' internal processes and unconscious biases which may, unintentionally, be exclusionary – for example, in how we recruit staff, assemble project teams, and co-create our programmes of work.

To find out more about The Partnering Initiative and to contact us, visit tpiglobal.org