

IVCC Equality and Diversity Strategy

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| Contents

Introduction	2
About IVCC	3
Equality and Diversity at IVCC	4
Three Pillars of Focus	5
Pillar One: IVCC is an Equal Opportunities Employer	5
Pillar Two: Advancing Equality and Diversity Through our Partnerships	7
Pillar Three: The Equitable Impact of Products in our Portfolio	8



| Introduction

IVCC is the only Product Development Partnership (PDP) working in vector control. We work with stakeholders to facilitate the development of novel and improved public health insecticides and formulations to combat the rapidly growing problem of insecticide resistance. We bring together partners from industry, the public sector and academia to create new solutions to prevent disease transmission.

At IVCC we are committed to embedding equality and diversity principles across all our operations and acknowledge the importance of doing so both as an employer and within our work. We believe that these principles are key to us achieving our mission and creating the most positive impact we can for everyone who uses vector control tools.

Supported by IVCC's governance, and in consultation with employees and partners, the IVCC Equality and Diversity Working Group has created this Equality and Diversity Strategy. The goal of this strategy is to set out a roadmap, with clear objectives, to help us embed equality and diversity across the organisation and our work. The strategy outlines three key areas of focus:

1. IVCC as an equal opportunities' employer
2. advancing equality and diversity through our partnerships
3. the equitable impact of products in our portfolio.

"For IVCC, Equality and Diversity is a daily engagement to embrace being an equal opportunity organisation and to fully leverage these principles through vector control product development and market access. It is key to achieve our mission and build equity in our programs.

This strategy is affirming our commitments and will facilitate engagement with partners and stakeholders to maximise vector control's impact for all."

Nick Hamon , CEO

| About IVCC

IVCC is the only Product Development Partnership (PDP) working in vector control. We work with stakeholders to facilitate the development of novel and improved public health insecticides and formulations to combat the rapidly growing problem of insecticide resistance. We bring together partners from industry, the public sector and academia to create new solutions to prevent disease transmission. By focusing resources and targeting practical scientific solutions we accelerate the process from innovation to impact. Our strategy continues to adapt to meet the changing public health environment, including how to support the delivery, access and use of innovative vector control solutions within disease endemic countries.

VISION

Saving lives, protecting health and increasing prosperity by preventing insect-borne diseases.

MISSION

Building partnerships that create innovative solutions to prevent the transmission of insect-borne disease.

PURPOSE

IVCC works with stakeholders to facilitate the development and deployment of novel and improved public health insecticides and formulations at scale to overcome insecticide resistance across a range of transmission settings. Although primarily focused on malaria, IVCC recognises that new tools and products are likely to be effective against a wide range of other vector-borne diseases.



| Equality and Diversity at IVCC

At IVCC, we are committed to embedding equality and diversity principles across all our operations and acknowledge the importance of doing so both as an employer and within our work. We believe that these principles are fundamental to achieving our mission and creating the most positive impact we can for communities burdened with malaria.

Internally, the opportunity for IVCC to address equality and diversity across our organisation, the consultants we hire, and governance is timely. As an organization that has grown significantly in size between 2015 and 2021, we are acutely aware of the need to continue to embed policy and practice to recruit and retain a diverse selection of talent to IVCC. We are committed to a culture where everyone feels safe, valued, and able to be themselves and recognise the value that will bring to our work.

Considering equality and diversity is also key to our mission. Disadvantaged, marginalised, or at times excluded groups often disproportionately feel the burden of insect-borne disease. Women and children are disproportionately affected by malaria, and most malaria-related deaths occur in sub-Saharan Africa. Women also play a key role in the deployment and use of vector control solutions, and an understanding of how to design for this in programmes is needed. Additionally, the disease burden amongst specific groups including displaced people, migrant workers and disabled people calls for additional consideration to ensure the equitable impact of the products in our portfolio.

The IVCC Board of Trustees is responsible for ensuring compliance with the requirements of equality legislation. The IVCC Management Committee is responsible for ensuring that they are integrated into IVCC's strategic planning, decision-making, and operations.

The IVCC Equality and Diversity Working Group consists of diverse representation of staff from across the spectrum of IVCC's work and is supported by IVCC governance. The working group has, in consultation with colleagues and partners, created this strategy, and oversees and monitors its delivery.

Partnerships are core to IVCC's success. Our goal is to empower and support all those that work for and with IVCC to deliver on the objectives laid out in this strategy. We expect to learn from one another and act together to embed equality and diversity principles to help us all achieve our missions.



Three Pillars of Focus

Pillar One: IVCC is an Equal Opportunities Employer

Objective One: Building a Diverse and Inclusive Organisation

We seek to build a truly diverse and inclusive organisation made up of highly skilled professionals. Diversity brings different insights and expertise and facilitates creativity and innovation. Supported by the Liverpool School of Tropical Medicine (LSTM) human resources department, IVCC is committed to fair, inclusive and transparent recruitment.

In recent years we have taken actions to embed our commitment to diversity. However, we recognise that we still have a way to improve diversity within our organisation, particularly regarding BAME employees across the organisation and gender balance in senior positions.

We are asking ourselves some tough questions, talking to all colleagues and partners about the barriers they have faced, and exploring if changes need to be made to our recruitment processes, both for full-time staff, consultants and interns where applicable. We are using this information to devise strategies to engage with and attract colleagues from specific and harder to reach groups.

Objective Two: Ensuring All Colleagues Are Valued and Can Contribute to Our Success

We strive to embed a culture where all our staff are valued and feel empowered to share their unique perspectives and ideas. We want to welcome and value the unique ideas, skills, and experiences that our colleagues bring to work; this leads to a more engaged workforce better placed to deliver on IVCC's mission. To this end, IVCC is committed to upholding the relevant employment policies within the Liverpool School of Tropical Medicine (LSTM) group¹ and will create dedicated IVCC policies and action places where necessary.

We will continue to build and embed a working culture that recognises and reflects the importance of good mental health, wellbeing and work-life balance. We want to learn lessons from our response to Coronavirus (COVID-19) and use it as an opportunity to test and refine how we work more flexibly and inclusively in the future. Developing an agile working environment is attractive to colleagues and could assist in retaining a diverse workforce.

¹<https://www.lstmed.ac.uk/careers>

Three Pillars of Focus

Pillar One: IVCC is an Equal Opportunities Employer (continued)

Objective Three: Creating a Pipeline of Diverse Talent

We are committed to developing a pipeline of diverse talent for succession and ensuring all colleagues can progress in their careers within IVCC and beyond. We are committed to ensuring all employees are fairly and appropriately compensated for their contribution to the organisation.

We are building upon the successful introduction of the IVCC Career Ladder to allow all colleagues to feel their contributions are valued and that they can grow and develop. We will ask ourselves difficult questions about barriers to career development and accessing professional development and act if we identify hurdles to people reaching their potential. This is especially important to consider in the pursuit of diversifying more senior roles within IVCC.

We are committed to transparency around career progression and professional development and working in consultation with all colleagues on improving this moving forward.

Objective Four: Diversifying Expert Committees and Governance

We recognise that the Expert Committees that support IVCC are an area where diversity could be strengthened. We will also support the IVCC Board of Trustees in its drive to identify and secure a diverse range of expertise, both personal and professional, through its membership rotation. We are committed to addressing barriers to diversity in these groups, to provide a range of different insights and expertise.

Across this objective and IVCC, we are committed to increasing representation from malaria-endemic countries. We are also aware that wider-ranging expertise in social sciences will be useful in delivering on the rest of this strategy, particularly in relation to objectives in Pillars Two and Three.

Three Pillars of Focus

Pillar Two: Advancing Equality and Diversity Through our Partnerships

Objective One: Embedding Equality and Diversity Considerations into the Subaward Policy

Establishing partnerships is at the heart of IVCC's strategy and allows us to access the expertise of a range of organisations. We will invest in and build collaborative relationships with talented organisations that see equality and inclusivity as a driver of innovation, creativity, and impact.

IVCC has established a Subaward Policy to frame our expectations from grantees, this policy includes key social drivers, including equality and diversity. This policy aims to facilitate the dialogue with potential partners to understand, from the onset, their level of engagement and how an equality and diversity lens will be applied to project proposals.

Objective Two: Co-Development of Projects' Workplan Including an Equality and Diversity Focus

Finalising a workplan is a key component in establishing the line-up of activities before a project commences. We are committed to ensuring that an equality and diversity lens is embedded in these workplans so that equal opportunities are integrated throughout all aspects of our projects and selection processes.

To this end, a specific section on equality and diversity, with defined deliverables, is built into the IVCC project proposal form to facilitate the beginning of this conversation with our partners. We want to take this opportunity to better understand the drivers of our partners and benefit from their experience in this matter, too.

Objective Three: Continued Evaluation and Sharing of Best Practice

We recognise the importance of a continued process of monitoring and evaluation when it comes to embedding equality and diversity processes into the work we do. We will develop specific reporting processes to support this need and to mark progress across the IVCC portfolio. These deliverables will be measured and reported across project teams and external expert committees.

We will be transparent about the outcomes of our equality and diversity reporting with all relevant partners and stakeholders. More broadly, we hope to both serve as an example to partners on how to embed equality and diversity, and to learn from partners for our own improvement. The mutual sharing of learnings and best practice will steer this work forward both within IVCC and within our partner network.

Three Pillars of Focus

Pillar Three: The Equitable Impact of Products in our Portfolio

Objective One: Ensure the Equitable Impact of Vector Control Products Amongst All Who Need Them

We recognise that malaria affects children and pregnant women and disproportionately and has varying impacts on other vulnerable groups, too. We aim for the products in IVCC's portfolio to reduce risk of disease and improve all end users' quality of life. Different peoples' needs and circumstances in high-burden countries must be understood and reflected in appropriate products and solutions to achieve this.

We will use a Human Centred Design approach to develop tailored products and consider this an important strategic focus. Tailored products should focus on the needs of a broad intersection of end users, including but not limited to, women, children, disabled people, migrant workers and displaced people. The end goal of this is to make sure that products emerging from our pipeline have equitable and optimal impact amongst all countries and people that need them.

Objective Two: Measure Equality and Diversity Components in Projects

We understand the importance of a social science component in study design and research questions, especially in projects conducted in a community setting. So, we are committed to supporting capacity building to incorporate it.

To measure the impact of the products in IVCC's portfolio on all end-users (including those mentioned above marginalised or vulnerable groups) we will capture disaggregated data in IVCC's projects, specifically in projects conducted in a community setting.

To achieve these objectives, thorough training, we will build equality and diversity and social science expertise in IVCC's relevant staff and expert advisory groups. We will access further expertise where needed via collaborations or consultancies.

Objective Three: Develop a Market Access Strategy That Works for Everyone

Global market access strategy is an increasingly prominent part of IVCC's work. We are committed to ensuring that all products emerging from our pipeline are available, affordable, acceptable and adopted. Therefore, it is essential that we embed equality and diversity considerations in our market access strategy and market-shaping interventions from the beginning.

We will do the work needed to understand the route to market and distribution channels of vector control tools for vulnerable and marginalised groups. We will also work with partners and experts on targeting certain groups in focussed activities to guarantee the adoption, expansion and resource mobilisation of products across everyone who needs them.



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