

Before: Staff Survey 1992, Work-at-Home (WAH) pilot 1993, Report by the Working Group on the Status of Women 1994, Study of Gender Differences in Written APRs 1994, Cross-Cultural training seminars and workshops 1994, Discrimination in the Fund report 1995, WAH policy Fundwide 1995, Appointment of the Special Advisor on Diversity 1995, Expanded Mobility Program 1995.

1996 → 1997 → 1998 → 1999 → 2000 → 2001 →

DIVERSITY TIMELINE

Fundwide Diversity Action Plan prepared by HRD.
 Mainstreaming diversity in HRD operations, metrics, and accountability.
 Full-time child care center opened.
 September 11 staff meetings held.
 Panel on religion conducted.
 CWS policy in place Fundwide.
 Economist Development Guide introduced, launched 2002.
 Two more periodic stress surveys conducted.
 Positions of ASPM and OM created.

1st periodic Stress Survey conducted.
 Working Group on Specialized Career Streams appointed.
 Ethics Officer appointed.
 Annual departmental HR plans started.
 Diversity action plans integrated into HR departmental plans.
 Internet-based recruitment application system on line.
 Compressed Work Schedule (CWS) pilot.
 Emergency child-care system in place.
 Medical benefits extended to domestic partners.
 Reclassification of positions.

Discrimination Review of 1997 completed.
 Follow-up study on gender differences in APRs.
 Gender workshops introduced in diversity training program.
 Working Group on Stress appointed.
 Policy on Harassment revised.
 Categories of employment (employment framework) revised.
 Diversity Pipeline Reports for departments developed, updated twice a year.
 HR Indicators with diversity integration on the Intranet.
 Performance management handbook completed.
 Diversity-sensitive interview methods and training introduced.
 Interview panels and recruitment missions diversified.
 RSD electronic database of underrepresented candidates.
 Diversity items added to APRs and SFE.

Follow-up study on grade and salary discrepancies in female-dominated career ladders conducted.
 Study on "Recruitment, Promotion and Separation Patterns Among Economist Staff."
 Subordinates annual assessment of supervisors started (SFE, later SAM).
 Code of Conduct established.
 MD convened meeting with department heads/SPMs on workload and stress.

Discrimination Review of individual cases.
 Review committees revised working procedures in review of stock of candidates.
 Health Services Report on Employee Health issued.
 Mentoring for newcomers started by Diversity Advisor.
 Diversity Weeks (workshops/seminars) started, given three times a year.
 Adoption leave extended for men.
 Improved APR procedures for consistency, objectivity, and fairness.
 First diversity annual report issued.
 Diversity Web site went on-line.

MD statement on zero tolerance of discrimination.
 Departmental Action Plans on Diversity started.

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After: In 2002, pilot for Fundwide mentoring program for mid-career newcomers launched; Task Force on diversity benchmarks established.