

INCLUSION SOLUTIONS PRESENTED BY CARE CONSULTING



For companies looking to help their employees address unconscious bias and negotiate issues around diversity and power, Inclusion Solutions is a social consulting business that provides gender & diversity advisory, staff capacity building, facilitates organization-wide dialogue, and performs gap analyses and audits.

WHY CARE?

CARE has more than 70 years of experience working in 94 countries to alleviate poverty and social injustice. We are the first NGO to translate private sector mindsets into an Accelerator program that will speed up our pace of innovation and expand our impact. Led by our chief innovation officer, our Scale X Design team is partnering with entrepreneurs, designers, development practitioners, activists and investors to change the pace and face of global development and humanitarian aid.

THE PROBLEM

International development is in the business of “addressing underlying causes of poverty and social injustice.” At its root, poverty is caused by unequal distributions of power, which too often falls along lines of gender, class, caste, religion, or nationality. These power dynamics play out throughout our lives and society – everything from our most intimate relationships to the global economy. When we do not address unequal power relations, we miss the opportunity to affect change.

CARE’s bold vision calls for transformative change. Its success comes down to our core asset: PEOPLE. We can design the most advanced technology and cutting edge program strategies, but ultimately, our impact is dependent on people— our staff and partners—to implement them successfully. We will reach short

of our impact goals if we do not fully equip our staff and partners to address unconscious bias and negotiate diversity and power in their lives and work. CARE has an incredible solution to address this problem: INCLUSION SOLUTIONS.

THE INNOVATION

CARE’s Inclusion Solutions stands apart from others because it is grounded in over 20 years of global programming experience. It has been tested and refined over the last 10+ years and – this is the key—the methodology focuses on building relationships across diversity. Most diversity practices get stuck on “difference”, setting men and women into oppositional roles with “DOs” and “DON’Ts,” and many times unintentionally reinforcing barriers and tensions across identity groups instead of easing them. CARE’s Inclusion Solutions builds a common language to understand difference and bring people together, persistently celebrates the strength embedded in diversity, and empowers staff to build relationships and teams that will ultimately be more effective due to a diversity of identities.

OUR CURRENT IMPACT:

The Inclusion Solutions Effect:

CARE's Inclusion Solutions method is also highly adaptable to local contexts globally. It has been conducted successfully in multiple languages, with semi-literate participants, and in difficult contexts where ethnic or religious conflict persist. It can also be adapted for specific programming areas. CARE's Inclusion Solutions have gained recognition as best practice among respected institutions including The Nature Conservancy, The Gates Foundation and Modelēz International.

THE SCALE X FACTOR:

- Grounded in over 20 years of global programming experience
- Targets building relationships through a common language
- Brings people together and celebrates diversity
- Adaptable for specific programming areas
- Empowers staff to build relationships
- Highly adaptable locally and globally
- Tested and refined over the last 10+ years

THE IMPACT

2020 VISION

Inclusion Solutions is the mechanism for scaling GED competencies across the globe – within and outside of CARE—by optimizing internal operations to meet demand. One of the consistent challenges of the development sector is that expert staff who could potentially support the scaling of successful innovations by training others are not able to free their time from the project they are implementing. Yet there is consistent demand from other organizations for CARE to provide expertise, including willingness to pay. To tackle these barriers and capitalize on demand, CARE has launched Inclusion Solutions to be a self-sustaining consulting group that will focus on scaling our GED trainings and extend CARE's expertise in gender, changing social norms and women's empowerment.

THE CHALLENGE TO SCALE

Funding, as well as building and managing supply to meet demand—while maintaining quality and integrity of the trainings—challenges scaling up. With an ever-growing roster of trained facilitators, we need to establish a system to identify, activate and cultivate the best. On the demand side, we need to refine forecasting and price structuring to better meet market expectations. We also aim to create tiered GED services, some open and others licensed, which will require external legal support.

Join us in “promoting diversity, building dignity”