



MSI Board Diversity Policy

December 2022

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1. Introduction

MSI is a global organisation with operations in 37 countries across Africa, Europe, Latin America, North America, Pacific Asia, South Asia, West Asia, and the Middle East, with a highly diverse workforce and client base.

We acknowledge that, in order to provide the best possible service to our clients, we must cultivate an inclusive working culture which values diversity in its broadest form. To achieve this, all clients and team members must be valued and respected, regardless of their background and any individual characteristics they may or may not have.

We must also recognise the importance of ensuring that the interests of our clients are represented, by having diverse management structures which reflect as many varied perspectives and experiences as possible, aligned through shared values, vision, and commitment to our mission.

2. Scope

2.2 This policy sets out MSI’s approach and procedure relating to the appointment of members to the Board of Trustees.

3. Training and Education

3.1 All MSI team members will have access to this policy via MSI’s intranet.

4. Board diversity

MSI recognises that a diverse Board of Trustees can provide a number of organisational benefits, including:

- Ensuring a connection between board members and clients/stakeholders
- Increasing public confidence and accountability
- Improving innovation and informed decision-making
- Providing a broader mix of skills, knowledge, perspective, and experience, giving the organisation greater flexibility in overcoming challenges

For the purposes of this document, ‘diversity’ encompasses diversity of perspective and thought, experience (both personal and professional), cognitive and personal attributes, personal characteristics (e.g., gender, ethnicity) and social background (e.g., socio-economic status).

MSI has also developed and implemented appropriate policies, programmes and initiatives designed to support the development of an inclusive working culture and promote diversity at all levels of the organisation. This includes ensuring an internal pipeline of diverse talent within the organisation, made up of team members who are qualified, capable, and willing to take up senior positions.

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5. Board composition

The Board will keep under review and evaluate its balance and composition in terms of an appropriate mix of skills, experience, independence, and knowledge to ensure its continued effectiveness. In doing so, the Board will take into account diversity, including diversity of gender, social and ethnic backgrounds, cognitive and personal attributes, amongst other relevant factors.

The Board will satisfy itself that plans are in place for orderly succession for Trustee appointments so as to maintain such balance and to ensure progressive refreshing of the Board.

6. Board Trustee appointment

It is our priority that Board members are able to effectively provide governance and guidance to MSI on the behalf of our clients and stakeholders. They must be motivated by our mission, vision, and values, as well as our strategic goals. All appointments to the Board will be made on merit, while taking into account suitability for the role, Board balance and composition, and the required mix of skills, background, and experience (including consideration of diversity). Other relevant matters will also be taken into account, such as independence and the ability to fulfil required time commitments.

The Board will consider suitably qualified candidates for Trustee roles from as wide a pool as appropriate, including candidates with little or no previous listed Board experience but whose skills and experience will add value.

The Board will brief those engaged in the selection process for Trustees to review candidates from a variety of backgrounds and perspectives. They will be required to work to a specification which includes producing a long list of candidates considered to meet the essential criteria for the role, which fully reflect the benefits of diversity.

In constructing the long list, MSI is committed to using a range of methods to reach as diverse a candidate pool as possible.

7. Disclosure

The Board will ensure that there is appropriate and meaningful disclosure in the organisation's annual report of:

- this policy
- the composition and structure of the Board
- the outcome of Board evaluation and any material actions arising
- the Board appointment process; and
- the policies and initiatives the organisation has in place and the steps it is taking to promote diversity at Board level and across the Partnership.

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8. Monitoring

The Board of Trustees within MSI Reproductive Choices shall be responsible for reviewing and amending this policy. Reviews of this policy will take place as required if a significant change to legislation or operating procedures occurs.

Version Control Information

Version:	Version 1
Approved by:	Simon Cooke, Chief Executive Officer Sue Holland, Global Director of People & Culture Glenda Burkhart, Chair of MSI Board of Trustees
Written By:	Sophie Mills, Senior Transformation & Talent Partner

Version Control Log

Version Number	Date	Status	Changes
V.1	Dec 2022	Final	N/A

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