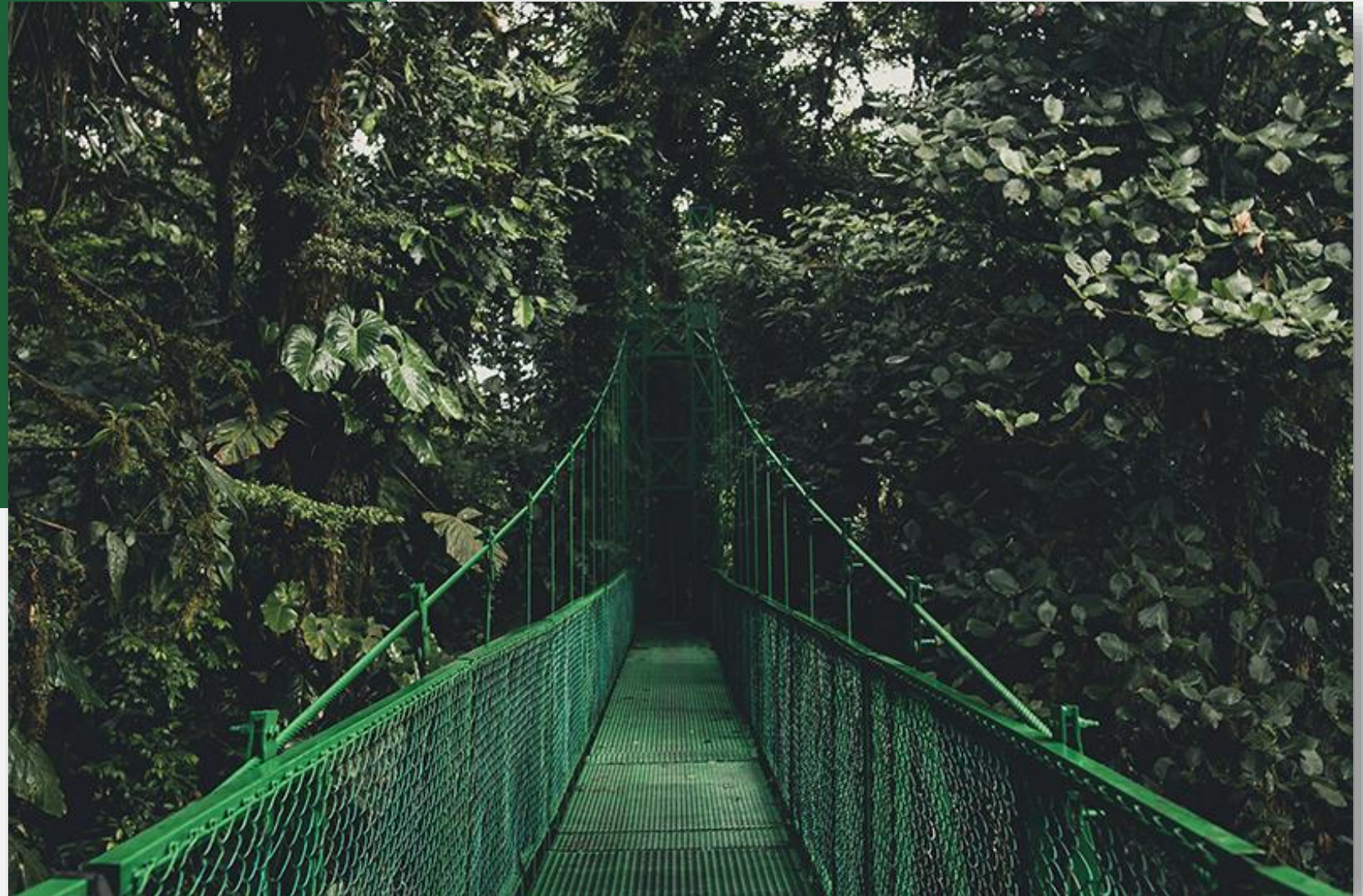# The Equity Index
Comparator Mapping

January 2021

THE EQUITY INDEX

Introduction

The Equity Index is a UK social enterprise advocating for greater equity across the international development sector. We will measure and track the multiple dimensions of equity in the internal and external workings of UK development organisations to influence meaningful change in their policies, practices, and partnerships. This includes racial and gender equity, equity in knowledge production, in funding, in collaborations and more. We are an anti-racist and feminist organisation that supports the broader decolonising development and Shift the Power movements. We were officially founded as a Community Interest Company in May 2020, building on scoping work that started in January 2019.

What is the purpose of this mapping?

We are not the first index to measure performance at an organisational level in the international development sector, although, our focus on internal and external equity is distinct. From the outset, we have therefore sought to ensure that we are not duplicating existing efforts. Our aim is to fill existing gaps, in an additive and complementary way. This mapping outlines a range of sources we have learned from and intend to build on, including through our pilot project with the UK consultancy sector. The sources have been divided into two main sections:

1. Comparator organisational indices: Indices that have components or indicators that are relevant to different aspects of equity
2. Comparator indicators/datasets: Other data sources that have measures or indicators relevant to different aspects of equity

Each slide provides an overview of the approach of an index or data source, followed by a selection of indicators that we have found to be relevant to various dimensions of equity. **All information about each source has been drawn directly from websites and papers produced by the relevant organisation in order to ensure accuracy.** We are using these indices and other data sources to inform our own indicator development, and to identify sources from which we may be able to draw data.

Definitional clarity: what we mean by 'equity'

We use the term 'equity' to refer to a general process of 'levelling an unequal playing field' between the Global South and Global North, through organisational policies and practices that do not discriminate against marginalised groups, a fairer distribution of resources, and more equitable partnerships. If global equality is the desired end-goal, 'North-South equity' is a means of achieving this, through centring fairness and redressing both historical and existing power imbalances. The Equity Index model is built on two primary dimensions. '**Internal equity**' refers to an organisation's internal policies and practices on racial and gender equity, disability and LGBTQI inclusion, and more. '**External equity**' refers primarily to an organisation's approach to partnership with organisations in the Global South, and the ways in which funding is distributed.

Authorship and acknowledgements

This is not an exhaustive list of resources. It focuses to a large degree (but not exclusively) on information related to UK development organisations, as this is the core focus of The Equity Index. We plan to periodically revisit and update this document with new sources and information, as they arise. Please get in touch if you would like to share any relevant resources, or if you would like to correct any of the information in this document. Please also note that inclusion of an index or data source in this mapping does not necessarily indicate endorsement by The Equity Index.

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Section 1: Comparator organisational indices

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Brief overview

Through the FAIR SHARE Monitor, FAIR SHARE of Women Leaders publishes data on women in leadership positions for some of the largest and well known international CSOs. Based on the data collected, they compile a ranking of organisations who have a fair share of women in leadership. The first FAIR SHARE Monitor was issued in March 2019. Currently, the database features 31 international CSOs. In addition, they present a number of organisational Monitors, which include data of both the international secretariat and national affiliates or country offices. The Monitor "Around the World" shows national organisations that have approached us to become part of the FAIR SHARE movement.

Approach

The FAIR SHARE Monitor is created by contacting the senior leadership of some of the largest and well-known international civil society organisations (CSOs) and asking them to provide the following data about their organisations:

- Total number of staff
- Total number of women in their staff
- The number of women and men on their senior management team
- Total number of women and men on their board

An organisation has achieved a FAIR SHARE of women leaders if it has

- At least 50% women leaders in senior management and the Board or
- A correspondingly higher proportion of women in leadership positions if there are more than 50% women in the workforce.

Organisations who sign on to the FAIR SHARE Commitment also commit to data updates every year.

Equity-relevant indicators

All of the FAIR SHARE Monitor indicators are relevant to gender equity from a diversity and inclusion perspective, and are as follows:

- Commitment to FAIR SHARE
- Women on staff (%)
- Women on board (%)
- Board gap (if <50%)
- Women on SMT (%)
- SMT gap (if <50%)
- Overall representation gap (average of the above)
- Women in top leadership (%)
- FAIR SHARE gap
- Previous score in the FAIR SHARE Index
- Progress

Website: https://fairsharewl.org/monitor/

<u>Index: Gender and Health Index</u>

Relevant to: *The Equity Index's internal indicators, with a focus on gender-related aspects of equity, including policies and representation.*

Brief overview

The Index is produced by Global Health 50/50, an independent, evidence-driven initiative to advance action and accountability for gender equality in global health housed at The UCL Centre for Gender and Global Health. The third Global Health 50/50 report reviews gender-related policies and practices of 200 organisations. These are global organisations (operational in more than three countries) that aim to promote health and/or influence global health policy. The sample covers organisations from 10 sectors, headquartered in 33 countries across seven regions and which employ an estimated 4.5 million people. The 2020 Index covers four dimensions: **1. Commitment to gender equality, 2. Gender equality and diversity policies at work, 3. Gender and geography of global health leadership, 4. Gender-responsiveness of health policies and programmes**. This 2020 Index extends and deepens GH5050's annual analysis with new variables to further explore power and privilege within organisations. These include: workplace diversity and inclusion policies and board diversity policies.

Approach

According to the Index methods note, at least two reviewers extract each data item independently, and a third reviewer verifies the data. The reviewers discuss any discrepancies in data extraction until they reach a consensus. Data are coded according to content, using a traffic light system established in advance of data collection and refined iteratively. The codes in the GH5050 2020 report were updated from previous years, to bring further nuance and accuracy and as a result of invaluable ongoing discussions with organisations. The data collected and analysed comes from publicly available websites and is in the public domain. The Gender and Health Index broadly adopts a Green/ Amber/ Red scoring approach. You can access the full scoring key here.

Equity-relevant indicators (and what a 'green score' looks like)

As the entire index has an equity focus we have included all of the indicators, which are:

- Organisational public commitment to gender equality: Organisation commits to gender equality with gender referring to men and women or gender mainstreaming in policy and planning

- Definition of Gender: Organisation provides a definition of gender consistent with WHO definition

- Workplace gender equality policies: Organisation has gender equality affirmative policy with specific measure(s) to improve gender equality and/or support women's careers, available in the public domain/on its website

- Workplace diversity and inclusion policies: Organisation publicly committed to promoting diversity/inclusion/equality and has specific measures in place

- Board diversity policies: Board policy with specific measures (e.g. targets, dedicated seats, monitoring) to promote diversity, inclusion and representation publicly available

- Gender parity in senior management and governing bodies: 45-55% women; or difference of one

- Gender of CEOS/Board chairs: Woman/Man/Non-binary or undefined

- Gender-responsiveness of global health programmes: Notices and acts on gender through policies and programmes across all genders; foster progressive changes in power relationships between women and men

- Sex disaggregated monitoring & evaluation: Commitment and full disaggregation of programmatic delivery (i.e. reported as men/women and boys/girls); require disaggregation in the programmes they support; and/or provide a sex-disaggregated and gender analysis of their work

Website: https://globalhealth5050.org/data/

Brief overview

The Racial Equity Index believes that individuals and institutions are products of the larger society and environment in which they exist, and also have the agency and responsibility to live up to the change we claim to want to see in the world. Across the global development sector, philanthropists and global development actors, organisations and institutions are rarely, if ever, expected to assess how they themselves are upholding and perpetuating racial inequity both internally and external to their institution.

They are producing an index and advocacy tools that will provide greater accountability for racial equity within and across the global development sector in order to dismantle structural racism and create a more equitable system and culture, with justice and dignity at its core.

Approach

The first step of The Racial Equity Index is a Global Mapping Survey that seeks to create a definition of racial equity within the social justice and global development space. They are seeking responses from those most impacted and affected by systemic racism within the sector.

Equity-relevant indicators

The Global Mapping Survey lists a series of indicator areas related to:

- Mission
- Programming design to implementation through monitoring and evaluation.
- Fund allocations & grantmaking principles
- Sources of funding
- External partnerships/relationships
- Communications
- Workplace culture
- Leadership
- Human resources management
- Salary
- Compensation

Index: CharityWatch
Relevant to: The Equity Index's external indicators, with a focus on funding efficiency and effectiveness.

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Brief overview

CharityWatch, formerly known as American Institute of Philanthropy, is a nonprofit charity watchdog and information service. The mission of CharityWatch is to maximize the effectiveness of every dollar contributed to charity by providing donors with the information they need to make more informed giving decisions. Its goals are to research and evaluate the efficiency, accountability and governance of nonprofit organizations; to educate the public about the importance of wise giving; to inform the public of wasteful or unethical practices of nonprofits and provide recognition to highly effective and ethical charities; to advise CharityWatch members and conduct special investigations and evaluations of nonprofits; to expand and re-define our programs periodically to meet the continuing challenge of keeping the contributor informed.

Approach

CharityWatch assigns letter grade ratings and provides other statistics on the financial performance of more than 600 major American charities, including those working in international development. CharityWatch conducts in-depth analyses of audited financial statements, annual reports, IRS Form 990 filings and other data to give a clear picture of how a charitable organization actually uses its funding.

Equity-relevant indicators

CharityWatch's three main rating criteria are all related to various aspects of 'funding-related equity' and have therefore all been included:

• Percentage of funds each charity spends on its charitable purpose

• Cost to raise $100

• Whether a charity holds a massive asset reserve (it is vital that charities do not hoard the funds they raise)

• Overall letter grade rating ranging from "A+" to "F"

Groups included on the CharityWatch Top-Rated list generally spend 75% or more of their budgets on programs, spend $25 or less to raise $100 in public support, do not hold excessive assets in reserve, have met CharityWatch's governance benchmarks, and receive "open-book" status for disclosure of basic financial information and documents to CharityWatch.

In CharityWatch's view, a Program Percentage of 60% or greater and a Cost to Raise $100 of $35 or less are the minimum efficiency standards reasonable for most charities. Ratios in this range typically indicate a "satisfactory" or "C range" rating (depending on grade averaging).

Website: https://www.charitywatch.org/

Index: Diversity and Inclusion Index

Relevant to: *The Equity Index's internal indicators, with a focus on representation, progression and satisfaction.*

Brief overview

The Diversity and Inclusion Index, produced by Refinitiv, ranks over 7,000 companies globally and identifies the top 100 publicly traded companies with the most diverse and inclusive workplaces, as measured by 24 separate metrics across 4 key pillars. It is designed on the hypothesis that companies tracking, reporting, and achieving measures of diversity, inclusion and people development will offer better performance over time than those achieving lower scores, or not tracking these measures.

Approach

The Index is comprised of a total of 24 D&I measures with each having its own defined benchmark and rolling up into one of four D&I pillars. The four pillars are diversity, inclusion, people development and controversies. Read more about the methodology and ratings used to create the index. The Measure Up initiative in 2021 will include a new focus specifically on racial equality, enabling companies to disclose a core list of measures related to race and ethnicity.

Equity-relevant indicators

All four pillars of the Diversity and Inclusion Index are relevant to different components of equity, including representation and employee experiences.

1. Diversity pillar
    a. Board gender diversity
    b. Board member cultural diversity
    c. Women employees
    d. New women employees
    e. Women executive employees
    f. Women managers
    g. Diversity process
    h. Diversity objectives
2. Inclusion pillar
    a. Employees with disabilities
    b. HRC Corporate Equality Index
3. People development
    a. Internal promotion
    b. Employee satisfaction
4. News & controversies
    a. Diversity and opportunity controversies

Index: UK Workplace Equality Index & Global Workplace Equality Index
Relevant to: *The Equity Index's internal indicators, with a focus on LGBT inclusion.*

Brief overview

Produced by Stonewall, the **UK Workplace Equality Index** is the definitive benchmarking tool for employers to measure their progress on lesbian, gay, bi and trans inclusion in the workplace. The **Global Workplace Equality Index** is an additional benchmarking tool for global LGBT workplace equality, designed to meet the specific needs of multinational organisations

Approach

For the UK Workplace Equality Index, participating employers demonstrate their work in 10 areas of employment policy and practice. Staff from across the organisation also complete an anonymous survey about their experiences of diversity and inclusion at work. Organisations then receive their scores, enabling them to understand what's going well and where they need to focus their efforts, as well as see how they've performed in comparison with their sector and region. The 100 best-performing organisations are celebrated publicly. For the Global Workplace Equality Index, Once submissions are received and marked, all entrants who score above the required threshold are celebrated as Stonewall Top Global Employers. Scoring is confidential between the organisation and Stonewall – as is participation by organisations who do not receive Top Global Employer status.

Equity-relevant indicators

Organisations that enter the **UK Workplace Equality Index** submit evidence detailing their LGBT practice across ten areas:

1. Policies and benefits: how the organisation audits, develops UK Workplace Equality Index and communicates LGBT-inclusive policies and employee benefits
2. The employee lifecycle: how the organisation engages all employees on LGBT inclusion, from attraction and recruitment to retention, development and exit
3. LGBT employee network groups: how the activity of the organisation's network group contributes to LGBT inclusion in the organisation and beyond
4. Allies and role models: how the organisation empowers allies and role models to create change
5. Senior leadership: how the organisation engages and empowers senior leaders to create LGBT-inclusive workplaces
6. Monitoring: how the organisation collects and analyses data to improve the experiences of LGBT employees
7. Procurement: how the organisation engages their supply chain on LGBT inclusion
8. Community engagement: how the organisation demonstrates commitment to LGBT equality and creates change in the wider community
9. Clients, customers and service users: how the organisation engages and consults clients, customers, service users and partners around LGBT inclusion
10. Additional work: what additional, innovative work the organisation carries out to advance LGBT inclusion

Stonewall also seeks feedback directly from the organisations' employees who complete a confidential online questionnaire about their experiences in the workplace. This gives employers valuable feedback on their employees' experiences, knowledge and perceptions.

The areas are similar for the **Global Workplace Equality Index**, but also includes the following:

- Community engagement and understanding local context: how the organisation works with and supports the wider LGBT community in-country and what strategy it employs to understand the local contexts for LGBT people.

- Global mobility: how the organisation supports LGBT employees before and during overseas assignments.
- Additional in-country activity: what additional, innovative in-country work the organisation carries out to advance LGBT inclusion in local markets.

Website: https://www.stonewall.org.uk/creating-inclusive-workplaces/workplace-equality-indices

Index: Real Aid Index
Relevant to: *The Equity Index's external indicators, with a focus on global priorities, consultation and transparency.*

Brief overview

The Real Aid Index 2020 assesses each UK government department and cross-government fund that spends more than £50 million of aid and their top 3-5 programmes, against the principles set out in the ONE Campaign's Real Aid Charter. The hope is that the Real Aid Index will highlight best practice across all departments, and also encourage those that are not currently meeting the standards to identify what they can do to improve, to ensure that every pound of UK aid delivers maximum benefit to the world's poorest people.

Approach

Using the most recent available data, the Real Aid Index assigns scores to departments against three criteria: poverty-focus, effectiveness and transparency. The maximum available score for each category is 100, and they use a WEAK (scores of 0-33), MODERATE (score of 34-66) and STRONG (scores 67-100) rating system. Each criteria has been given a weighting, which are added up to give the overall assessment for each department, fund or programme. These criteria have been selected based on the international evidence and standards around what constitutes effective and transparent aid.

Equity-relevant indicators

- **Poverty focus**: We propose that 50% of a department's budget should be aimed at programmes in the poorest countries (as that is where the need is greatest) or tackle global challenges such as climate change.

    o   To what extent do the stated aims of the Department, Programme or Fund correspond to those set out in the Real Aid Charter? (33%)

    o   Where external official assessments have been carried out, have they raised concerns about the extent to which the Department or Fund is meeting its objectives? (16.5%)

    o   What proportion of the Department, Programme or Fund spend is marked for gender? (16.5%)

    o   Does the Department, Programme or Fund spend at least 50% of the aid focused on country level development in LDCs and/or Fragile States? (33%). If the Department, Programme or Fund spends ODA tackling global challenges, does it prioritise the issues which have the greatest impact on poor people? (16.5%)

- **Effectiveness**: Programmes and departments must demonstrate evidence of consultation with local actors. It is important to have country ownership in order to achieve long-term development results.

    o   Can companies or institutions from any country bid for contracts? (33%)

    o   Does the project identify clear results that are expected to be achieved? (16.5%)

    o   Does the programme a) publish results that matter for the poorest and b) disaggregate results for all social groups (sex, age, disability status and geography)? (16.5%)

    o   Is there any evidence that a) local actors were consulted in the development and the management of the project and b) the project prioritised local actors as key delivery partners? (16.5%)

    o   Is there evidence that projects were drawn from national development strategies or were owned by local stakeholders as relevant? (16.5%)

- **Transparency**: Publish What You Fund UK Aid Transparency Index scores are used in the Index.

Website: https://www.one.org/international/real-aid-index/

Index: Aid Transparency Index
Relevant to: *The Equity Index's external indicators, with a focus on budget allocations and procurement policies.*

Brief overview

The Aid Transparency Index is the only independent measure of aid transparency among the world's major development agencies and is the flagship publication of Publish What You Fund. The Index tracks and measures donors' progress towards transparency. This public comparative ranking of donor agencies enables Publish What You Fund to identify changes needed and galvanise major donors to progressively increase and improve the aid and development information they make available. Publish What You Fund has also released a range of online transparency tools, to assist donors with the publication of aid and development information.

Approach

The Aid Transparency Index methodology was revised for the 2013 Index and again for the 2018 Index. The 2020 Index methodology uses 35 indicators to monitor aid transparency. The indicators have been selected using the information types agreed in the International Aid Transparency Initiative (IATI) Standard. The indicators represent the most commonly available information items where commitments to disclosure already exist. The 35 indicators are grouped into five weighted categories.

Equity-relevant indicators

The Index is structured around five components of aid transparency (weighting in brackets):
1. Organisational commitments to aid transparency and planning (15%)
2. Finance and budgets (25%)
3. Project attributes (20%)
4. Joining-up development data (20%)
5. Performance (20%)

The following indicators are the most relevant to aspects of funding equity related to budget allocations and procurement policies:

- Quality of FOI legislation: Quality of Freedom of Information Act (FOIA) or disclosure policy (Access to Information Policy)
- Allocation policy: Does this organisation publish its aid allocation policy?
- Procurement policy: Does this organisation publish its procurement procedures?
- Disaggregated budget: Does this organisation publish their annual forward planning budget for assistance to different countries and institutions per year for the next three years?
- Disbursements & expenditures: Does this organisation provide transaction-level details of individual actual financial disbursements / expenditures for this activity?
- Tied aid status: Does this organisation publish whether the aid is tied or not?
- Project procurement – Tenders: Does this organisation publish all tenders?

Brief overview

The Index is a tool to incentivise and push major brands to be more transparent, and encourage them to disclose more information about their policies, practices and supply chain. Transparency isn't about which brand does the best, but about who discloses the most information. Transparency does not equal sustainability. Brands may be disclosing a lot of information about their policies and practices but this doesn't mean they are acting in a sustainable or ethical manner. We know that the pursuit of endless growth is in itself unsustainable. However, without transparency we cannot see or protect vulnerable people and the living planet.

Approach

The Fashion Transparency Index uses a ratings methodology to benchmark the public disclosure made by brands and retailers across five key areas (see below). The index also includes 'spotlight issues' – each year, the index explores a few issues in greater detail, formulated with industry experts in line with the Sustainable Development Goals. These fit under four strategic areas: working conditions, consumption, product/ material composition and climate. The index is comprised of 220 indicators.

Equity-relevant indicators

Elements of each of the four strategic areas are relevant to different components of both internal and external equity:

1. Policy & commitments: Social and environmental policies for both own employees and workers in the supply chain, how these policies are implemented, how the company prioritises issues, and what goals it has in place.
    •   Includes indicators on discrimination, Diversity & Inclusion, equal pay included in this area

2. Governance: Who on the executive board has responsibility for social and environmental performance and how this is implemented.
    •   Includes indicators on board level accountability, employee pay

3. Traceability: Publishing supplier lists at three levels: manufacturing, processing facilities and mills, and raw materials.
    •   Sex-disaggregated breakdown of workers at each site, migrant and contract workers

4. Know, Show & Fix: Public disclosure about their due diligence processes, how they assess suppliers against their policies, what are the results of these assessments, what do they do when problems are found, how workers can file complaints and how these are addressed.

5. Spotlight issues: What brands are doing to address forced labour, gender equality, living wages, freedom of association, waste, circularity, overproduction, use of more sustainable materials, microplastics, deforestation, climate change and water use.
    •   Gender equality, modern slavery, environment and sustainability

Index: <u>UK CharityIndex Buzz Rankings</u>
Relevant to: The Equity Index's external indicators, with a focus on external perceptions of organisations.

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Brief overview

The UK CharityIndex Buzz Rankings are produced by [YouGov BrandIndex](#). CharityIndex is a measure of how consumers perceive charities (including international development charities). Through the same online platform as BrandIndex, the company interviews well over a hundred consumers each day, allowing charities to track their brand perception all year around. The data is refreshed daily and is instantly available to clients.

Approach

The 61 charity brands tracked by YouGov CharityIndex were ranked using the Buzz score which asks respondents, "If you've heard anything about the brand in the last two weeks, through advertising, news or word of mouth, was it positive or negative?" Scores are net scores, calculated by subtracting the percentage of negative responses from the percentage of positive responses for each brand.

The Buzz Rankings chart shows the brands with the highest average Buzz scores between January and December. The Buzz Improvers chart ranks the brands with the highest increase in Buzz comparing scores from the previous year. To be included in the Buzz Improvers list, the variance must be positive. Scores are representative of the general population.

All brands must be tracked for at least 6 months to be included in the rankings, and must have been tracked for at least 6 months in the prior year's period (as well as being currently tracked) to appear in the movers tables.

Key lessons learned from comparator indices

High-level observations on different index approaches

Common features across the mapped indices:

- External peer review mechanisms are used across several indices to assess results and provide input into scoring.
- The indices tend to focus primarily on quantitative data, but not exclusively so; indices that include more qualitative aspects tend to assign a numerical or other type of score to these indicators to allow an overall quantitative score to be calculated.
- Many indices employ weighting criteria across different dimensions to signify the relative importance of index components.
- Most indices focus on ranking one type of development organisation (for instance charities or NGOs), though a few do focus on different types of organisations (mostly CSO/INGOs and donors – consultancy sector actors rarely feature).

A few key points of difference:

- Almost all indices measure the same areas each year (with a few methodological updates), but the Fashion Transparency Index has a 'spotlight issues' component to its index, which allows for a yearly focus on different, more topical areas.
- There are two broad approaches adopted across the indices: to expressly rank organisations by comparing their performance, and to present data on organisations without creating a strict rank order. Indeed, some indices rank organisations linearly, some assign scores but do not place organisations in rank order, and some do not rank or provide overall scores at all.

Lessons learned for The Equity Index:

- There is no 'one size fits all' approach to creating an index, although as outlined above many organisational indices in the development or social change sectors do share several common features. The traditional assumption that indices should rank organisations is also not true in every case; different approaches to presenting results exist, and can be tailored to the type of change the index advocates. This means that apart from some shared features, there is no 'orthodoxy' that must be rigidly followed when creating an index.
- One of the key gaps in organisational indices that include personal characteristics is a more intersectional approach – the strongest focus to date is on gender, with other areas comparatively neglected. One of the more difficult aspects for organisations to capture qualitatively in indices is how to measure overall organisational culture, and the ways in which employees and partners experience power dynamics in working for or with an organisation.
- As the saying goes, what matters gets measured, and what gets measured matters. But it is also important to note that an index focused on equity from an intersectional perspective may not be able to collect data and measure against everything that matters – just because it is not captured directly in an index, does not mean it is not important, and organisations should therefore not rely solely on indices to guide their internal change initiatives.

Section 2: Comparator indicators/datasets

Source: Core Humanitarian Standard on Quality and Accountability (CHS) – Part 1

Relevant to: *The Equity Index's internal and external indicators, with a focus on a wide range of areas including representation, engagement, complaints mechanisms, organisational support, and resource management.*

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Brief overview

The CHS sets out Nine Commitments that organisations and individuals involved in humanitarian response can use to improve the quality and effectiveness of the assistance they provide. The CHS places communities and people affected by crisis at the centre of humanitarian action. As a core standard, the CHS describes the essential elements of principled, accountable and high-quality humanitarian aid. It is a voluntary and measurable standard. The CHS is the result of a global consultation process. It draws together key elements of existing humanitarian standards and commitments.

Approach

The CHS Guidance Notes and Indicators supplement the Core Humanitarian Standard on Quality and Accountability (CHS). Aimed at all humanitarian actors and organisations involved in planning, managing or implementing a humanitarian response, this document provides clarification on the Key Actions and Organisational Responsibilities laid out in the CHS and examines some of the practical challenges that may arise when applying the CHS. It provides indicators and guiding questions to promote measurement of progress towards meeting the standard and drive continuous learning and improvement. It was updated to align with the version in the 2018 edition of the Sphere handbook.

Equity-relevant indicators

Commitment 4: Communities and people affected by crisis know their rights and entitlements, have access to information and participate in decisions that affect them.

• *Performance indicators:*

1. Communities and people affected by crisis are aware of their rights and entitlements.
2. Communities and people affected by crisis are satisfied with the opportunities they have to influence the response.

• *Key actions:*

4.3 Ensure representation is inclusive, involving the participation and engagement of communities and people affected by crisis at all stages of the work.

4.4 Encourage and facilitate communities and people affected by crisis to provide feedback on their level of satisfaction with the quality and effectiveness of the assistance received, paying particular attention to the gender, age and diversity of those giving feedback.

4.6 Policies are in place for engaging communities and people affected by crisis, reflecting the priorities and risks they identify in all stages of the work.

Equity-relevant indicators

Commitment 5: Communities and people affected by crisis have access to safe and responsive mechanisms to handle complaints.

- *Performance indicators*:
    1. Communities and people affected by crisis, including vulnerable and marginalised groups, are aware of complaints mechanisms established for their use.
    2. Communities and people affected by crisis consider the complaints response mechanisms accessible, effective, confidential and safe.
    3. Complaints are investigated, resolved and results fed back to the complainant within the stated time frame.

- *Key actions*:

5.1 Consult with communities and people affected by crisis on the design, implementation and monitoring of complaints-handling processes.

5.5 An organisational culture in which complaints are taken seriously and acted upon according to defined policies and processes has been established

Commitment 8: Communities and people affected by crisis receive the assistance they require from competent and well-managed staff and volunteers.

- *Performance indicators:*

    1. All staff feel supported by their organisation to do their work.

- *Key actions:*

8.5 Staff policies and procedures are fair, transparent, nondiscriminatory and compliant with local employment law.

8.7 A code of conduct is in place that establishes, at a minimum, the obligation of staff not to exploit, abuse or otherwise discriminate against people.

Commitment 9: Communities and people affected by crisis can expect that the organisations assisting them are managing resources effectively, efficiently and ethically

- *Performance indicators:*

    1. Communities and people affected by crisis consider that the available resources are being used: a. for what they were intended; and b. without diversion or wastage.

- *Key actions:*

9.2 Manage and use resources to achieve their intended purpose, so minimising waste

Source: International Aid Transparency Initiative
Relevant to: The Equity Index's internal and external indicators, with a focus on financial data and disbursements.

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Brief overview

The International Aid Transparency Initiative (IATI) is a global initiative to improve the transparency of development and humanitarian resources and their results for addressing poverty and crises. IATI brings together governments, multilateral institutions, private sector and civil society organisations and others to increase the transparency of resources flowing into developing countries. Increased transparency is not an end in itself but an essential step towards improving the coordination, accountability and effectiveness to maximise their impact on the world's poorest and most vulnerable people. IATI publishers include:

• Donor governments
• Multilateral organisations
• Development Finance Institutions
• Philanthropic Foundations
• Fund managers
• International non-governmental organisations
• Local non-governmental organisations
• Private sector organisations
• Academic, training and research organisations

Approach

At the heart of this work is the IATI Standard, a set of rules and guidance produced by IATI for publishing useful development and humanitarian data. The IATI Standard allows organisations to provide detailed information for decision-making and accountability. This includes the following general data about an organisation, including total spend over the last year, total annual planned budget in each of the next three years, background documents (such as country action plans and annual reports).

Equity-relevant data

Organisations are also asked to publish data about individual activities that represent pieces of development or humanitarian work they are carrying out. This includes financial information for an activity:

• Incoming funds: recording funds that come into the organisation.
• Disbursements: funds that the organisation passes on to another organisation.
• Expenditures: spending by the organisation on a good or service.

In addition to finances, IATI's data standard allows organisations to share other useful information on development and humanitarian activities. For example:

• Location data relating to the activity, which could include the country, sub-national and even precise coordinates for a location.
• The sectors or policy area that the activity falls into - for example, health, research or gender.
• Results data on the impact or outcome of the activity.
• The conditions attached to an activity - for example, the interest rate on a loan or any specific requirements for funds to be spent on goods or services in a particular country.

Source: CIVICUS's 10 Diversity and Inclusion Practices
Relevant to: The Equity Index's internal and external indicators, with a focus on leadership and trust.

THE EQUITY INDEX

Brief overview

In a report entitled *Holding the Mirror up to Ourselves: Diversity and Inclusion Practices and Trends in Civil Society Organisations* (published in January 2020), CIVICUS has shared 10 diversity and inclusion practices.

Approach

Beyond just bringing diverse people together, persistent initiatives, specifical behaviours, and *intentional practices* that support inclusion are needed for tapping into and invigorating the potential of diversity and leading to inclusive organisational cultures. In interviews and a review of the literature, CIVICUS identified 10 leading practices which can facilitate the implementation of diversity and inclusion (D&I) efforts in any organisation.

Equity-relevant data

The 10 lead practices are:

1.   Leadership commitment: D&I initiatives must be supported and held at the top for other people in the organisation to change.

2.   D&I strategy: D&I efforts are most effective and sustainable when they are tied explicitly to the strategic objectives of the organisation.

3.   Accountability: Provides ways to ensure that people in all levels of an organisation are made responsible for the progress of D&I initiatives.

4.   Monitoring & Evaluation: Helps making D&I endeavours into tangible practice.

5.   Disability inclusion and knowledge: Vital in D&I work to ensure a human rights-based approach.

6.   Nurturing trust: Prioritise spaces for honest dialogue to make visit the power plays, hidden privileges and hierarchies that exist within organisations.

7.   Interventions for change: Having policies, systems and processes against discrimination, sexism, inequality and power hierarchies is essential to push for cultural change.

8.   Promoting a learning environment: Enables people within organisations to be at their best physically, socially and emotionally.

9.   Context matters: The global and local sociopolitical and cultural contexts where CSOs are embedded shape their focus on D&I.

10.   Practice what we preach: Model the values that we celebrate within civil society: inclusion, diversity, equality and justice inside our organisations and through our actions and programmes.

Website: http://civicus.org/documents/Holding_The_Mirror_Up_To_Ourselves.pdf

Brief overview

In a report on racial diversity in the charity sector, ACEVO and Institute of Fundraising urge charities to prioritise increasing diversity in their workforces in order to prevent groupthink, generate more income, operate more creatively and attract the best talent.

Equity-relevant data

In order to create stronger, more resilient charities the two membership bodies are asking charity leaders, and leaders from wider civil society organisation that want to improve diversity and inclusion, to sign up to eight leadership principles to address the diversity deficit in charity leadership. As a charity leader I will:

1. Acknowledge that there is a problem with racial diversity in the charity sector and commit to working to change that.

2. Recognise the important role leaders have in creating change by modelling positive behaviour and taking action.

3. Learn about racial bias and how it impacts leadership decisions.

4. Commit to setting permanent and minimum targets for diversity that reflect the participants, donors, beneficiaries and the population of the area that my charity operates in. 5 Commit to action and invest resources, where necessary, in order to improve racial diversity in my charity.

5. View staff as the sum of many parts rather than a single entity and recruit to build a diverse group of talented people collectively working towards a shared vision.

6. Recruit for potential, not perfection.

7. Value lived experience, the ability to draw from one's lived experience and to bring insights to an organisation that can develop its work

Best practice recruitment advice, covering six areas:

• Pre-recruitment
• Writing the person specification and application form
• Advertising the role
• Shortlisting
• Interview and selection
• Post-recruitment

Source: Economic Dividends for Gender Equality (EDGE)
Relevant to: *The Equity Index's internal indicators, with a focus on several aspects of gender equity, including representation and pay.*

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Brief overview

EDGE is the leading global assessment methodology and business certification standard for gender equality. It measures where organizations stand in terms of gender balance across their pipeline, pay equity, effectiveness of policies and practices to ensure equitable career flows as well as inclusiveness of their culture.

Approach

There are two types of certification: EDGE, which looks at women and men as homogenous groups, and EDGEplus, which looks at men and women as diversified groups and measuring the intersectionality of gender and other aspects of diversity. Organizations can become EDGE certified for their commitment to workplace gender equality and progress through three stages of certification – Assess, Move and Lead – in their journey to achieve excellence in workplace gender equality. The certification is granted for two years.

Equity-relevant data

There are four dimensions that are measured as part of an EDGE or EDGEplus certification, all of which are relevant to various dimensions of gender equity:

1. Representation

2. Pay equity

3. Effectiveness of policies and practices to ensure equitable career flows when it comes to pay, recruitment and promotion, training, flexible working and organisational culture

4. Inclusiveness of the culture as reflected in employees' experience in terms of career development opportunities

Brief overview

The Sustainable Development Goals Tracker presents data across all available indicators from the Our World in Data database, using official statistics from the UN and other international organizations. It is a free, open-access publication that tracks global progress towards the SDGs and allows people around the world to hold their governments accountable to achieving the agreed goals.

Approach

The 17 Sustainable Development Goals are defined in a list of 169 SDG Targets, listed in the Global indicator framework. Progress towards these Targets is agreed to be tracked by 232 unique Indicators.

Equity-relevant data

The following goals and indicators have direct relevance to issues related to organisational equity:

Goal 5: Achieve gender equality and empower all women and girls

•   Indicator 5.1.1 is whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex.

•   Indicator 5.5.1 is the proportion of seats held by women in (a) national parliaments and (b) local governments.

•   Indicator 5.5.2 is the proportion of women in managerial positions.

Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all

•   Indicator 8.5.1 is the average hourly earnings of female and male employees, by occupation, age and persons with disabilities.

Goal 10: Reduce inequality within and among countries

•   Indicator 10.3.1 is the proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law.

•   Indicator 17.14.1 is the number of countries with mechanisms in place to enhance policy coherence of sustainable development.

Source: 12 Accountability Commitments
Relevant to: The Equity Index's internal and external indicators, with a focus on justice and equality, partnerships and leadership.

THE EQUITY INDEX

Brief overview

Accountable Now and eight accountability networks from Africa, Asia, Australia, Europe, North America, Latin America and the Caribbean worked together for two years to develop the 12 Accountability Commitments below. The Commitments capture a globally shared, dynamic understanding of accountability and are written in plain English to facilitate dialogue with our stakeholders and communication with the wider public. Taken together, they promise a powerful contribution of our organisations to the benefit of people and the environment and an invitation to hold us to account on how well we deliver.

Equity-relevant data

The 12 Accountability Commitments, all of which are relevant to different dimensions of equity, are divided into three main areas, as follows:

What we want to achieve

1. Justice & Equality: We will address injustice, exclusion, inequality, poverty and violence to create healthy societies for all.

2. Women's Rights & Gender Equality: We will promote women's and girls' rights and enhance gender equality.

3. Healthy Planet: We will protect the natural environment and enhance its ability to support life for future generations.

4. Lasting Positive Change: We will deliver long-term positive results.

Our approach to change

5. People-driven Work: We will ensure that the people we work with have a key role in driving our work.

6. Strong Partnerships: We will work in fair and respectful partnerships to achieve shared goals.

7. Advocating for Fundamental Change: We will address root causes by advocating for fundamental change.

8. Open Organisations: We will be transparent about who we are, what we do and our successes and failures.

What we do internally

9. Empowered, Effective Staff & Volunteers: We will invest in staff and volunteers to develop their full potential and achieve our goals.

10. Well-handled Resources: We will handle our resources responsibly to reach our goals and serve the public good.

11. Responsive Decision-making: We will ensure our decisions are responsive to feedback from the people affected by our work, partners, volunteers and staff.

12. Responsible Leadership: We will ensure our management and governing body are accountable.

Source: Principles for fair and equitable research partnerships
Relevant to: *The Equity Index's external indicators, with a focus on equitable knowledge production and partnerships.*

THE EQUITY INDEX

Brief overview

The Rethinking Research Collaborative (RRC) is an informal international network of academics, civil society organisations and social movements, international NGOs, and research support providers who are committed to working together to explore the politics of evidence and participation in knowledge for international development. The RRC aims to encourage more inclusive, responsive and transformative collaboration to improve the production of useful research for social justice and global development.

Approach

For all its benefits, partnership itself is never a neutral good. Different motivations, experiences, skills and incentives all contribute to influencing power relations external to the partnership and the dynamics within the partnership itself. Many recommendations and suggestions emerged from the data and discussions of this project. From these we identified the following eight principles which can be applied by different stakeholder groups to engage with the politics of partnership and to help with developing fair and equitable partnerships. Targeted support for translating these principles into practice is available here.

Equity-relevant data

The eight principles for fair and equitable research partnerships are all relevant to issues related to equitable knowledge production:

1. Put poverty first

2. Critically engage with context(s)

3. Redress evidence hierarchies

4. Adapt and respond

5. Respect diversity of knowledge and skills

6. Commit to transparency

7. Invest in relationships

8. Keep learning

Source: Localization Learning System measures
Relevant to: The Equity Index's external indicators, with a focus on leadership, connections and financial resources.

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Brief overview

Keystone Accountability and Root Change produced a white paper on Mutual Accountability in International Development: The Pando Localization Learning System in 2020. The new aid accountability tool described in this paper, Pando Localization Learning System (Pando LLS), is the result of the work of both organisations utilizing innovation funding from USAID. Pando LLS combines data drawn from two sources: network mapping and feedback loops.

Approach

The Pando LLS platform focuses on four local system strength and relationship measurements that are derived from social network analysis (SNA) and Constituent Voice micro-surveys. The following describes the proposal for how to assess the four LLS measures: Leadership, Mutuality, Connectivity, and Financing.

Equity-relevant data

The four LLS measures are all relevant to different dimensions of equity:

- *Leadership*: Leadership measures the degree to which local actors are able to: set priorities, influence direction, lead decision making, define success, adapt activities and strategies based on local learning, and receive recognition as subject matter experts by outside donors and larger international institutions or organizations. Feedback questions:
    - To what extent do you feel involved in shaping {the project} purpose and strategy? (0 = not at all, 10 = very much)
    - To what extent do you feel that you are involved in decisions around {project} activities?
    - To what extent do you feel that you are involved in decisions around funding allocation?

- *Mutuality*: Evaluates the degree to which there is mutual trust, "good faith," respect, openness, voice, and responsiveness across all spheres of a local development system. Feedback questions:
    - Is it worth your effort to engage with {the project} to make it more effective? (0 = not at all, 10 = very much)
    - How clearly do you understand what {the project} means by localization?
    - From your experience with {the project} so far, are you achieving a more equal way of working together?

- *Connectivity*: Measures the degree to which external programs foster increased collaboration and cohesion among local development actors. Feedback questions:
    - To what extent has {the project} support enabled you to strengthen your relationships with other local organizations? (0 = not at all, 10 = very much)
    - To what extent does {the project} foster better collaboration and cohesion among local development actors?
    - To what extent do you have the relationships and connections you need to advance your work?

- *Finance*: Measures the degree to which the dependence of local system actors on external (international) financial resources is decreasing and whether connections to local funding opportunities are improving. Feedback questions:
    - To what extent has your relationship with {the project} made you more resilient financially? (0 = not at all, 10 = very much)
    - To what extent has {the project} assisted you in accessing alternative means of funding?

Website: http://keystoneaccountability.org/wp-content/uploads/2020/02/White-paper-final-2.pdf

Brief overview

The Power Awareness Tool is published by The Spindle, the innovation platform of Partos, the membership body for Dutch-based organisations working in international development. The idea of a tool to analyse power in partnerships for development emerged from the Shift-the-Power Lab, a group of organisations brought together by Partos, in collaboration with Civicus and Wilde Ganzen. A prototype of the tool was developed and tested by six organisations (Amref Flying Doctors, ICCO, Cordaid, KCDF, Mercy Corps Liberia and Oxfam Novib) in the period October 2019 to January 2020. The test findings were presented at a workshop, Rethinking ownership and control within advocacy partnerships, on 6 February 2020.

Approach

To be considered acceptable and useful, it was judged that the tool had to be: 1. a self-assessment; 2. simple to use, without having to hire external facilitators; 3. devoid of complex, unfamiliar or new terminology; 4. not too time consuming; 5. meaningful and a trigger for reflection (not just about ticking boxes); and 6. applicable to newly emerging and existing partnerships.

Equity-relevant data

The Power Awareness Tool consists of three steps:

Step 1: Identification of important decision-making topics;

Step 2: Scoring the level of participation of each partner in decision-making – determined using the following criteria:

- 4 - Partner decides
- 3 - Partner co-decides
- 2 - Partner is consulted before a decision is made
- 1 - Partner is informed about decision-making
- 0 - Partner is not involved in decision-making

Step 3: Reflection on the findings from steps 1 and 2.

The tool looks at various phases of the Partnering Cycle:

1. Scoping and building
2. Managing and maintaining
3. Reviewing and revising
4. Sustaining outcomes

The Excel version of the tool can be accessed here.

Website: https://thespindle.org/wp-content/uploads/2020/03/Power-Awareness-Tool.pdf

Source: Community-led Development Assessment Tool
Relevant to: *The Equity Index's external indicators, with a focus on participation, resources and accountability.*

THE EQUITY INDEX

Brief overview

The Movement for Community-led Development (MCLD) is a consortium of 70+ INGOs and hundreds of local CSOs advocating for local communities to develop, own, and drive their own development goals. The Movement derives its richness from its heterogeneity. Members vary in size, geographical spread, reach and thematic focus, yet are bound together by a shared belief in communities' capacity to be the agents of their own development. The MCLD has created a CLD Assessment Tool for self, peer, or participatory review and developed a landscape of CLD practice based on 176 programs across 65 countries.

Approach

To be considered acceptable and useful, it was judged that the tool had to be: 1. a self-assessment; 2. simple to use, without having to hire external facilitators; 3. devoid of complex, unfamiliar or new terminology; 4. not too time consuming; 5. meaningful and a trigger for reflection (not just about ticking boxes); and 6. applicable to newly emerging and existing partnerships.

Equity-relevant data

The tool has two key segments, outlined below, with relevance to different elements of equity.

Segment 1: Reflects particular CLD characteristics, categorized into different dimensions:

•   Dimension A: Participation, Inclusion, Voice

•   Dimension B: Local Resources & Knowledge

•   Dimension C: Exit Strategy linked to Sustainability

•   Dimension D: Accountability Mechanisms

•   Dimension E: Responsiveness to Context-Specific Dynamics

•   Dimension F: Collaboration within and among communities

•   Dimension G: CLD linked to Sub-National Governments

Segment 2 Pertains to processes that are not restricted to any specific characteristic but integral to the CLD approach:

•   Monitoring and Evaluation

•   Facilitation Investment & Intensity

Brief overview

GlobalGiving and the Global Fund for Community Foundations developed a Community-Led Assessment Tool. The goal was to design a tool that could provide consistent and standardized data for a discrete set of indicators as one lens through which to understand the practice of being community-led.

Approach

The tool was initially tested by 48 users, and revised based on feedback received. The tool has been designed to help GlobalGiving determine how closely an organization fits the definition of community-led based on key characteristics, which characteristics may be more or less prominent in the organization's work, and how strong or weak an organization may be on certain characteristics. GlobalGiving does not recommend using the tool to establish a widely applied minimum community-ledness score or threshold, in part because there is no defined value for the scoring, so users will apply their own "grading curve" (i.e. one person's "3" might be another person's "5").

Equity-relevant data

The tool is comprised of three main sections, all of which are relevant to various dimensions of equity:

1. Essential features of community-led approaches, defined through nine essential characteristics of community-led efforts that users rank based on the frequency with which these characteristics are present in their work:
    1. Cultivates community *ownership*
    2. Garners community *trust*
    3. *Understands* and *respects* community context
    4. *Prioritizes* community needs/aspirations
    5. Facilitates a *change* in community beliefs or outlook
    6. Fosters *voluntary* community engagement
    7. Is *relationship-oriented*
    8. Models *transparency*
    9. Is *flexible* in its approach

2. Other important features of community-led approaches to change (17 additional characteristics, of which users select up to five that are most important to their work).

    • This includes EQUITY focus, described as follows: Your group works to identify individuals that are experiencing limited or restricted access to your work (due to class, caste, race, ethnicity, nationality, age, gender, sexual orientation, and/or something else) and create safe spaces for these community members to engage.

3. Enhancing community-led approaches to change: An optional section for users to further reflect on their work and identify necessary resources.

Source: Give Well
Relevant to: *The Equity Index's external indicators, with a focus on effectiveness and funding additionality.*

THE EQUITY INDEX

Brief overview

GiveWell is a nonprofit dedicated to finding outstanding giving opportunities and publishing the full details of our analysis to help donors decide where to give. Unlike charity evaluators that focus solely on financials, assessing administrative or fundraising costs, GiveWell conducts in-depth research aiming to determine how much good a given program accomplishes (in terms of lives saved, lives improved, etc.) per dollar spent. Rather than try to rate as many charities as possible, GiveWell focuses on the few charities that stand out most (by their criteria) in order to find and confidently recommend high-impact giving opportunities (list of top charities).

Equity-relevant data

The top charities recommended by GiveWell to donors are characterized by the following:

• Evidence of effectiveness: Give Well seeks out charities implementing programs that have been studied rigorously and ideally repeatedly, and whose benefits we can reasonably expect to generalize to large populations, though there are limits to the generalizability of any study results.

• Cost-effectiveness: Attempt to estimate figures such as the total "cost per life saved" or "cost per total economic benefit to others, normalized by base income" for each of the charities we consider. We seek out charities running programs that perform well on metrics like this. Low-income people in the developing world have dramatically lower standards of living than low-income people in the U.S., and we believe that a given dollar amount can provide more meaningful benefits when targeting the former.

• Room for more funding: Top charities receive a substantial number of donations as a result of the recommendation. We ask, "What will *additional* funds — beyond what a charity would raise without our recommendation — enable, and what is the value of these activities?"

• Transparency: We examine potential top charities thoroughly and sceptically, and publish detailed reviews discussing strengths of these charities as well as concerns related to their work or room for more funding. Charities must be open to our intensive investigation process — and public discussion of their track record and progress, both the good and the bad — in order to earn "top charity" status.

Source: **Principles and Standards of INGO Fair Reward**
Relevant to: *The Equity Index's internal indicators, with a focus on equitable compensation and treatment.*

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Brief overview

Project FAIR, led by the University of Edinburgh, builds upon a strong body of research into the psychological impact of these disparate salaries in the sector, in particular their impact on some employees' motivation, performance, and retention, and thereby aid activities. The project aims to create a collaborative space for discussion of practical, evidence-based alternatives to the dual salary system that enable aid and development organisations to maximise their contributions to decent work, sustainable livelihood, and poverty eradication. The focus on fair reward aligns with the United Nations' Sustainable Development Goals, specifically SDG8 – decent work and economic growth, which calls for "equal pay for work of equal value", SDG10 – reduced inequality, which calls for "equal opportunity and reduced inequalities of outcome", and SDG17 – partnerships for the goals, which calls for enhanced cooperation between stakeholders to help meet the goals. It also aligns with the Core Humanitarian Standard on Quality and Accountability, in particularly Standard 8 – "staff are supported to do their job effectively, and are treated fairly and equitably" and Standard 3 – "humanitarian response strengthens local capacities and avoids negative effects".

Approach

These Principles and Standards of INGO Fair Reward are designed in order to help organisations develop a shared understanding of what fair reward means for the sector. The project developed a series of standards as minimum requirements which are underpinned by 5 core principles. The standards and principles were collaboratively developed by a working group of 25 INGOs.

Equity-relevant data

Principle 1: Ethical Reward

• Reward policy is fully aligned with the organisation's mission and values

Principle 2: Transparency

• Reward is offered in a way that is transparent, evidence-based and easy to understand

Principle 3: Equity

• Reward given to different employees is fair, consistent, and justifiable

Principle 4: Sustainability

• Cost of reward reflects stewardship of donor funds, and as such is justifiable to donors while ensuring long-term organisational financial viability, and reward levels ensure sufficient wages for all employees in all countries

Principle 5: Compliance and Risk

• All reward policies and practices meet local and international legal and regulatory requirements, while also respecting broader organisational social responsibility

Brief overview

The NGO Monitor site is an offshoot of a research project which explores the development NGO sector in the UK. During that project, the authors learned how difficult it can be to access data from Charity Commission records. They also learned how useful it can be to analyse these data, and that they could be a useful networking tool if they were more easily accessible. This site is a collaboration between the Sheffield Institute for International Development (University of Sheffield) and the Global Development Institute (University of Manchester). It was developed by David Kane and uses data from CharityBase developed by Dan Kwiatkowski.

Approach

The NGO Monitor contains data on 17,899 UK NGOs working globally. This includes information on:

- Amount of spending

- Where the NGOs work (countries)

- What NGOs do (e.g. education and training, economic and community development, etc).

- Which population groups NGOs work with

- How NGOs operate (grant-making, service provision, etc).

Conclusions

Concluding thoughts

This has been an enormously helpful exercise, and The Equity Index continues to be inspired by the wide range of indices and data sources that aim to improve or reform the development sector in various ways.

This mapping has also reaffirmed our early finding that despite the existence of several organisational indices in the development sector, there is space and a need for an index dedicated entirely to a 360 degree assessment of organisational equity in the development sector, with a broad focus on policies, practices and partnerships.

Next steps

As we continue to develop indicators as part of The Equity Index's pilot project, running from June 2020 to June 2021, we are using this mapping to identify sources from which we can pull existing data (whether that be from indices or other public data sources) to assist in our scoring of specific indicators, thereby avoiding duplication and bolstering similar reform efforts.