



16 December 2021

Dear Accountable Now Independent Panel Review Members,

## **RE: RESPONSE TO FEEDBACK ON AMNESTY INTERNATIONAL'S 2020 ACCOUNTABLE NOW REPORT**

Thank you, once again, for taking the time to provide this detailed and constructive feedback on our Amnesty International's 2020 Accountable Now Report.

We are pleased to see the positive review provided by the Independent Panel and we remain committed to transparency and accountability, working towards addressing the areas of improvement identified by the Panel. Although the next interim report will highlight these points in more detail, I would like to already share some updates on the points raised by the Panel around main likes/dislikes from stakeholders and the organisation's response (E3); pay scale, gender pay gap; and top salaries (G2) as well as staff development (H2).

First, on the main likes/dislikes from stakeholders (E3), our new Global Strategic Framework (2022-2030) provides that we will invest in enhancing our work with partners and other people-powered movements. This means that we will also be actively monitoring the way in which we involve and engage our stakeholders, and their main likes and dislikes, in our delivery of the Global Strategic Framework. Our internal project management platform will be updated to capture this data more explicitly and we will be providing more resources to staff on how to go about this.

Although the consultation on the Global Strategic Framework was a key moment to collect likes and dislikes from stakeholders over the past year, we have numerous moments for consultation with stakeholders (beyond partners and activists) and we will focus on these in future Accountable Now reports. We welcome the advice to focus on a specific stakeholder group per report.

Regarding the pay scale, gender pay gap, and top salaries (G2), there was a specific question on the Fair Share reporting. Since 2019, Amnesty International has been reporting to Fair Share on the number of women in the Coalition Leadership Team and the International Board. We have also been committed to driving towards a representative number of women at senior leadership by 2030. This means we aim to align the percentage of women in our staff with the percentage of women in our leadership.

We have committed to annual reporting of the figures and percentages of women in our staff and in the following leadership positions: Board Chairs, Deputy Chairs and Board Members, CEOs, Deputy CEOs, and Senior Leadership Teams. This information is shared in our annual reports, which are published on [amnesty.org](http://amnesty.org) (see page 17 of the latest report [here](#)).

We believe signing up to the Fair Share campaign is an important way of strengthening our commitment to women's rights and gender equality.

Lastly, in terms of staff development (H2), I would like to share an update since the reporting period. In terms of uptake of training, based on the numbers we included in the report we can say that in 2020 around 25% of all staff attended an Employee Experience Webinar, 22.5% of managers attended a Mental Health Awareness training, 10% of managers attended a People Management training, and 12.5% of managers attended a Leadership Development training. The courses for managers were not launched until September 2020 so the attendance figures are for the last quarter of 2020 only.

Specific support was also provided centrally throughout 2020 on “Managing the emotional challenges of the Coronavirus”, a webinar series of 18 sessions delivered by Dr. Adam Brown between April to December 2020. Each session was attended by around 25-30 colleagues and the recordings were made available through our internal communications channels. Topics included but were not limited to coping with COVID-19 and anxiety, navigating relationships in close spaces, changes in different aspects of our identity, future thinking, stress and sending children back to school, reducing caregiver burnout, coping with loss, and building wellness routines to name a few.

Additionally, I would like to highlight some of the work being done towards making Amnesty International anti-racist. Racism is engrained in Amnesty International’s institutional structures, processes and policies inherited from the colonial past. Staff have a different understanding of racism and its manifestation in different regions and contexts - demanding not to implement a ‘one size fits all’ approach to addressing it.

As highlighted in my opening statement, in 2020 the International Secretariat conducted several specific pieces of work to investigate reports of racism in the organisation. The focus in 2020 was on understanding and listening to the experiences of staff. Thus, following Howlett Brown’s report, a series of facilitated ‘Open Dialogue’ sessions were held to bring staff from across the International Secretariat together to discuss what it will take to develop an authentically anti-racist organisation. The sessions aimed to:

- Openly discuss views and experiences on racism within the International Secretariat, to increase awareness and understanding
- Identify specific behaviours and practices that keep us from building an anti-racist organisation
- Explore strategies to address emerging issues around systemic racism in Amnesty and consider multiple levels of responsibility - self, team, and the organisation.

18 ‘Open Dialogues’ took place in 2020 (9 cross-organisational and 9 team-specific sessions) for a total of 220 staff across our International Secretariat locations. The findings from these ‘Open Dialogues’ were shared with staff in February 2021 and were used to inform plans to tackle racism within the International Secretariat, including the introduction of mandatory Racial Equity, Diversity, and Inclusion training for all staff, which was launched in May 2021.

Following the recruitment of a Head of Racial Equity, Diversity, and Inclusion, an Anti-Racism action plan and strategy have been developed, and training components have been planned for 2022 which include:

- Anti-Racism training for staff, managers, and leaders
- Monthly Anti-Racism staff dialogues and speaker series
- Healing tools and training for staff
- Feminist and Inclusive Leadership training

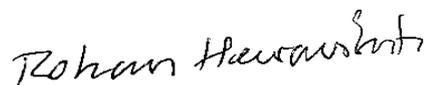
As senior leadership of Amnesty International, we are fully committed to build on this work to root out racism, sexism, and other forms of discrimination. This area of work will continue to remain a key priority for the senior leadership team.

We look forward to continuing our engagement with Accountable Now and the Independent Review Panel. In our 2021 interim report we will provide further updates around these main areas of feedback as well as any other key messages over the reporting period.

Yours sincerely,



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*Secretary General of Amnesty International*



Rohan Hewavisenti  
*Chief Financial Officer of Amnesty International*