



7 June 2022

Dear Members of Independent Review Panel,

Thank you for your constructive feedback to our Accountability Full Report for 2020-2021. We found your comments insightful and practical. We are happy that our efforts towards increasing transparency and accessibility, improving recruitment practices, and providing safe working environment were recognised, and we appreciate your candidness when noting the areas needing further strengthening.

Accountability to our diverse stakeholders and other external audiences is central to our new strategy. We will look to integrate constituent feedback mechanisms beyond the immediate alliance, while also strengthening our relationships with our partners and documenting how these collaborations make our work more effective. We are in the process of finalising our Accountability Framework to complement the implementation of this new strategy which will utilise both qualitative and quantitative indicators to measure our progress. Shaping narratives is a core theme in our strategy, and we feel using storytelling approach in our impact reporting will help us better understand and communicate how our work adds value in their different contexts.

We continue to strengthen staff engagement including through the Racial Justice action plan, which followed a series of dialogues where we opened up channels for identifying critical areas for improvement in staff engagement and inclusion. To further support this process, we now have the Equity and Engagement Officer role in HR, which will strengthen our internal grievance procedures and improve staff engagement.

To make our accountability report more accessible to our key stakeholders to whom we are accountable, we plan to produce a 2-page summary of the core themes, areas for improvement, and accountability commitments going forward, which we will publish on our website. We will also ensure future reports are more succinct and contain clear examples of how our policies and processes are operationalised.

We remain committed to further strengthening our accountability approaches and look forward to learning with you in the future.

Sincerely,

*Lysa John*

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Lysa John, Secretary General

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