



US Executive Director Honors Dr. Martin Luther King, Jr. *Bank Group's work helps to advance King's dream*

At a reception honoring Dr. Martin Luther King, Jr., the U.S. Executive Director, Ian Solomon welcomed President Robert Zoellick, Obama administration officials, and Bank staff to reflect on King's life and legacy and its relevance to the work of the World Bank Group today.

King (1929-1968) was an American civil rights leader and winner of the Nobel Peace Prize, known for his struggle for racial and economic justice. His birthday is a national holiday in the U.S., observed the third Monday in January.

"We carry on King's legacy not in what we say but in what we do," said Zoellick at the event, which took place January 18 in the Main Complex's 12th floor gallery. Referring to his recent trip to India, Zoellick said that women's empowerment in rural Bihar is a step forward in King's dream. Zoellick also spoke of Gandhi's legacy of Satyagraha, or non-violence, embraced by King.

Ambassador Ron Kirk, the U.S. Trade Representative, said that First Lady Michelle Obama looks at King as more than a civil rights activist.



"Michelle thinks of Dr. King as a champion of poverty." He added that a simple question to ask is, "What are you doing for others?" The Bank's work and mission is a good answer to that question and in turn is advancing King's dream, he added.

Everyone watched with rapt attention the screening of King's famous "I Have a Dream" speech, given during the 1963

March on Washington. Daryl Lucas, President of the WBG-IMF African American Association said that he has watched King's speech a million times: "That speech still has the power to make me cry."

Our thanks to Chandrani Ray.

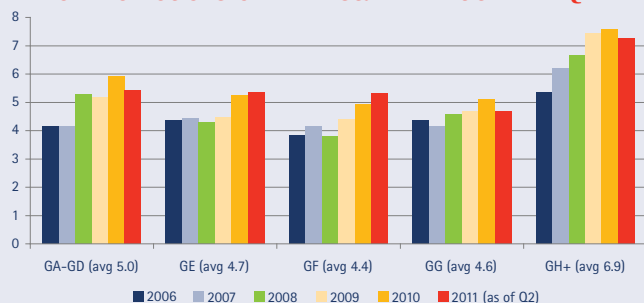
Black History Month

In the United States, February is Black History Month. According to the Library of Congress, the event has its roots in Negro History Week, which was first proposed by African-American historian Carter G. Woodson in 1925. It was no coincidence that Woodson selected a week in February that includes the birthdays of famous black abolitionist Frederick Douglass and President Abraham Lincoln.

This year, the theme of Black History Month is "African Americans and the Civil War." The objective is to honor the efforts of the people of African descent to destroy slavery and promote freedom in the United States. Serving as recruiters, spies, nurses, and soldiers during the Civil War, nearly 200,000 free blacks and slaves joined the Grand Army of the Republic, and took up arms to destroy the Confederacy.

For President Barack Obama's proclamation on Black History Month, type "diversity" in your browser.

Average Years in Previous Grade of Promotions of IBRD staff - FY06-FY11Q2



Source: World Bank Group & IBRD data

Profiles in D&I Leadership

One in a series profiling the recipients of the 2010 D&I Leadership Awards.

Jean Philippe Prosper, Director, Eastern and Southern Africa (Nairobi Office), IFC

It is rare that the cohesion of a Bank country office is tested as much as it was in Nairobi during the unrest that followed the Presidential elections of December 2007. Fortunately, Jean Philippe Prosper, the Co-Director of the IFC's Africa Department and Director of its Nairobi Office, was there during an intense, watershed transition.

Prosper joined the IFC in 2000 as Chief Investment Officer in Financial Markets. From there, he moved to Johannesburg in late 2003 as the Manager of Financial Markets. "I enjoy tremendously working with people," Prosper enthused. "I get most of my energy in coaching, mentoring, and interacting with staff and clients." This is perhaps not surprising, since Prosper was awarded a Diversity & Inclusion Leadership Award in 2010.



Jean Philippe accepting his D&I Leadership Award from President Zoellick (March 2010)

Prosper's move to Africa reflected a sea change for the IFC. By mid-2010, the organization's Africa Department had fully decentralized in an effort to expand development impact on the continent. Only two professionals remained in Washington, whereas about 330 other staff were all based in Africa.

Prosper moved to Kenya in 2004 as Country Manager at a time when the office was small and there was not much diversity: "When I arrived, we had around 20 people in the office, primarily Kenyans, who were 90 percent from a single ethnic group," said Prosper. "I strongly believe in diversity and I wanted this office to be more like a mosaic of the country."

So he set about establishing new guidelines. As IFC decentralized, the Nairobi Office grew substantially. The people Prosper hired hailed from other African countries or Kenyans of other ethnic groups. Today, the Nairobi Office has more than 90 staff and consultants. From 4 nationalities, it now has 26; and the office now has seven Kenyan ethnic groups represented. Today, 46 percent of staff are women at various levels, including Prosper's deputy in the Nairobi office.

Moreover, during the spurt of violence in 2007, Prosper witnessed how having a more diverse staff paid direct benefits: "I really saw the difference. We spoke openly about it. It was for me a confirmation we made

the right decisions in our diverse hiring." Despite the difficulties outside the office walls, IFC staff weathered the turmoil together.

"People who are exposed to different nationalities become more tolerant. Even more important, you learn from others and enrich your perspective on everything—projects, how to approach clients, even on life," Prosper said. "In Kenya, diversity enriches you and makes you better at what you do—more effective. It makes you better at dealing with conflict, more open-minded, and more apt to accept others. Technical competence is not the only thing you need in this business."

During the 7th Annual D&I Leadership Awards, Prosper was lauded for working "relentlessly to promote diversity and inclusion of staff from different ethnic, national, and cultural backgrounds. He has shown leadership and worked especially hard to create an inclusive environment for staff in a bias-free environment."

A combination of decentralization and diversity has inspired the Africa Department's bottom line. In 2003, it did \$140 million worth of business. In fiscal 2010, it did \$2.4 billion, plus about \$1.1 billion it leveraged from partners. "I can consider that a great achievement," said Prosper. "This is due principally to the commitment of our staff. Diversity and inclusion helps build that team."

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Hemant Pawar, Sr. Accounting Officer, CTR, Chennai Office

In returning to Chennai in 2004, Hemant Pawar was moving back to his native country. But having spent a decade in Washington working for the Bank Group—first as a consultant in ISG, then as an accounting officer, and finally as a Section Chief—he returned with new insights that would make him a star manager.

Today, Pawar heads Assurance & Country Office Accounting based at Chennai under Controller's Vice Presidency. In turn, four teams report to him—Country Office Accounting, Quality Assurance, Travel Expense, and Tax Administration.

"When I worked in the U.S., it was a different context, where my team was open and outspoken. It is typical for that part of the world. Here, in India, as a manager, it is important for me to recognize that people are raised in very different ways. For that reason, diversity and inclusion has even more relevance in this part of the world."

For his success fostering an inclusive workplace, Pawar was recognized in 2010 with a Diversity & Inclusion Leadership Award. He manages a team of about 36—which he calls "a committed, high-performing, and happy family"—that is based entirely in Chennai. In contemporary India, people still do not move much for work: they tend to stay near their families. As a result, Pawar has had to dig deeper to recruit from a diverse pool.

"On gender and religion, I have an extra focus," said Pawar. "I want

to continue to get more religious diversity coming into the group." On gender, today, in a field that is still dominated by men, he has 12 women in his team—seven of whom joined during the past year.

Seeking such diversity is crucial, said Pawar: "Fostering diversity is all about bringing diverse experiences together. It is encouraging the accumulation of different characteristics and features, bringing new ideas and experiences to the table."

For Pawar, this is not a vain experiment in ticking boxes. It's a core business strategy: "With only a single perspective on business problems, you are much less likely to come up with solutions. We collaborate with close to 130 country offices on a day-to-day basis, so we have to be ready to appreciate the backdrop of events, understand the views of local staff, and anticipate their wide-ranging needs. Otherwise one will end up quoting policies rather than working with clients to provide solutions." A well-rounded team is always better poised to solve problems with imagination and come up with innovative ideas.

During the 7th Annual D&I Leadership Awards, Pawar was celebrated for making "concerted efforts to provide and support coaching and mentoring of diverse team members who are less visible and may feel excluded."

"In the workplace, staff should feel respected. To do that, you need to understand the context of India and the culture. We, as children,



are raised never to speak back to our parents. Unless you went to a private school, you probably do not speak up," said Pawar. "So, in this context, you have to create an atmosphere of trust, so that staff have the freedom of speech. You create the space, so they feel comfortable and express their willingness to disagree, which is vital in fostering creativity and innovation."

Somewhere along the line, said Pawar, you gain staff members with different perspectives, strengths, and traits—whose tolerance quotient is high.

"Fostering inclusion is the biggest challenge. I think my experience has helped me to see what is needed to help different personalities in the team to express themselves and be included—and build an environment where everyone is treated equally. It takes a while to get to that, but it is the accumulation of small steps that makes big things happen."

Project: Ambassador

Ambassador of the Republic of Mozambique to the United States

Q&A with Amelia Matos Sumbana

Q: How long have you been Ambassador in Washington, D.C.?

A: I presented my credentials to President Obama in November 2009. It is a privilege to be an Ambassador and represent my government and people. It is also a big challenge and responsibility, because I am assessed according to my accomplishments. These are based on increased cooperation between Mozambique and the U.S. Fortunately relations are currently at their best stage ever.

Q: What is your role as Ambassador?

A: As Ambassador, my main role is to promote Mozambique in the United States, its culture and economy. Ecotourism is especially promising, given our beaches, game reserves, and resorts. We have rich, arable land, and thriving business associated with our water resources. We continue to try and attract investments in the energy market, as well as technical assistance and capacity building.

Q: Briefly tell me about Mozambique.

A: Mozambique is located in southeast Africa, and is bordered in the north by Zambia, Malawi, and Tanzania, south and west by South Africa, and west by Swaziland and Zimbabwe. The country has a long coastal area of 2,000 miles. The capital is Maputo and the population is about 21 million. Portuguese is the official language; there are around 40 other languages spoken in the country's 11 provinces. Mozambique is a rural country and about 70 percent of its people live in rural areas. As a result, agriculture is central to development. Other economic focal points include marine products, minerals, and tourism.

Q: Are there many women Ambassadors from your country?

A: Out of 28 current Ambassadors, we have 7 women, which I consider significant, since diplomacy has always been a male-dominated area. The number is growing due to the increased awareness of the advantages of having gender balance in all sectors.

Q: Describe your career rise.

A: I was born during the colonial times in a developing country where going to school was a rare privilege, and even more so for girls. Even by the time we reached our independence in 1975, our illiteracy rate was around 85 percent. I earned a Master's degree in Population and Development. At the age of 13, I joined a Secondary School Students Association where I started learning the importance of unity, organization, and partnership with others. From there, I joined a political party where I continued to learn the importance of people's unity to reach specific goals such as independence from colonial power, economic independence, elections, and the importance of being a Parliamentarian defending gender balance. I served in the Parliament for 15 Years. I am a founding member of the Mozambique Red Cross, where I served as Vice President. I am also part of different women's movements striving for women's empowerment.

Q: Did anyone ever discourage your career path?

A: Yes, there were many who tried to convince me not to go into Foreign Service. My reaction was always decisive; I never gave up, especially when discouragement came from men's bias against women. Everybody should follow their dreams—seize every



available opportunity no matter how difficult it gets, no matter how much time it takes to reach your goals.

Q: Have you been able to balance work and life?

A: I am married and a mother of four children, all of whom are educated and rising young professionals. It is not easy; it takes a lot of patience, sacrifice, persistence, and commitment to dedicate myself to both my family's well-being and my professional success. I love my family. I like to socialize, read, and visit all kinds of museums, dance, and exercise.

Q: What are your goals for the future?

A: My goal in the future is to continue serving my country. Mozambique is receiving great, multi-faceted support from the World Bank, particularly in the sectors in which the country has some of its greatest shortfalls. Mozambique is also part of the Southern African Development Community, which is committed to improved regional development, coordination, and integration.

For more information, contact Pauline Ramprasad, 202-473-0821, pramprasad@worldbank.org.