



IPPF ANTI-RACISM PROGRAMME OF ACTION

Promoting diversity, equity, inclusion and belonging in the workplace

Background

In 2020, we started a process of examining and addressing issues of racism and colonial legacy within our organization. This was undertaken for several reasons, including internal queries from staff, as well as world events that led to global discussions on issues of race and discrimination. IPPF felt an obligation to internally examine whether these issues were having an effect internally in the organisation.

Conducted in 2021, the review examined **institutional** and **structural** forms of racism, as well as **interpersonal** forms of discrimination in the daily interactions between individuals within the IPPF Secretariat. The intention was to start addressing racism occurring in the Secretariat, and the Secretariat's interactions with Member Associations, to embed a culture of equality and non-discrimination, and ensure everyone feels respected, safe, and included.

The review also included an assessment of IPPF's organizational culture and practices. It sought to advance a solutions-oriented dialogue – both within the Secretariat and with the MAs – on how the Secretariat could become a safer and more inclusive employer; a positive force for the empowerment of women and their communities in the Global South; and where needed, transform unequal and biased relationships among staff across the entire Federation.

The review found the following:

- Of those respondents who thought racism in general was a problem, over 50% thought that it was a problem for IPPF as a whole, in how IPPF teams and programmes work in practice and between the London Office and regional offices.
- Over 40% thought that racism is a problem within their office, between IPPF staff and staff of MAs, or other partner organizations.
- Over 30% thought racism was a problem between the Secretariat and Member Associations of IPPF.
- Almost one third (32%) of respondents reported to have witnessed racism occurring, whilst nearly one in five (18%) reported having experienced an instance or several instances of racism during the past 24 months.
- Women reported experiencing racism at almost double the rate as men (21% vs 11%), and also witnessed racism at more than twice the rate of men (40% vs 17%), resulting in almost half of women (46%) reporting either experiencing or witnessing racism compared to one in four men (5%).

In response, the review culminated with a series of recommendations, including:

1. **Set up an Anti-Racism Task Force.** Include members of the IPPF Secretariat Staff Association Committee and Union, as well as members of the Anti-Racism Working Group.
2. **Hold a Secretariat and Federation wide dialogue** on colonial legacies of aid, the distribution of decision-making power, lines of command at the Secretariat, and the Secretariat's relationships to MAs. Shift power by moving control over organizational decisions from a centralized body (Central Office) to a more dispersed set of actors (MAs and Regional Offices).
3. **Take steps to promote equality of opportunity** at IPPF's Secretariat regardless of race, ethnicity, religion, or caste.
4. **Make anti-racism and intersectionality** a part of IPPF's core mission.
5. **Develop concrete and effective measures to ensure racial and regional equity, non-discrimination, and democracy** within the Secretariat and its relations to the Board of Trustees, General Assembly and Member Associations.



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1. Institutional racism includes discriminatory treatment, unfair policies, or biased practices based on race that result in inequitable outcomes that extend considerably beyond prejudice.
 2. Structural racism is the overarching system of racial bias across institutions and society. These systems give privileges to white people resulting in disadvantages to people of colour.
 3. Interpersonal racism occurs between individuals. This includes public expressions of racism, often involving slurs, biases, or hateful words or actions.

Progress to Date:

In the last two years, the IPPF Secretariat has been putting measures in place to tackle racism and discrimination within the organisation. **We have deliberately labelled our intervention as the Anti-Racism Programme of Action, rather than using a broad-brush term of diversity, equity and inclusion, in order to tackle the problem – and issues stemming from racism – directly and explicitly.**

Policies and Programming

In November 2021, the IPPF Board of Trustees finalized a **Statement on Anti-Racism** for all Secretariat staff and committed to developing an **Anti-Racism Programme of Action**.

Since then, an **organizational policy (Policy 1.21) dedicated to Equality, Diversity and Inclusion** was also updated based on best practice in 2021. This policy applies to all staff, trustees, and volunteers of IPPF and its Member Associations.

Working Group

A Working Group dedicated to progressing the Anti-Racism Programme of Action internally was established in 2021, with representatives from across all regions of the IPPF Secretariat. The Working Group focuses on the following priority areas through different sub-groups:

- Internal policy review and adaptation Training for Secretariat staff and the Board of Trustees
- Internal and external communications
- Counselling and healing – Psychosocial support services offered to all staff, including through IPPF's Employee Assistance Program
- MA engagement

A key priority of the Working Group that commenced in 2022 is to develop an Anti-Racism Toolkit. Work is underway to develop online materials, manual courses, videos, a quarterly newsletter, cross regional dialogues, and a virtual platform to support conversations and engagement across the Secretariat.

REFLECTING ON OUR HISTORY

IPPF celebrated its 70th Anniversary in 2022. The anniversary offers an opportunity to reflect on IPPF's achievements over the last seven decades.

IPPF has been immensely successful. Over the course of its history, the Federation has grown in tandem with the evolving SRHR agenda and a global need for services, care and related policy articulations which remains undiminished almost seven decades after its foundation. With members and partners in more 149 countries, it is among the largest international NGO alliances, and is boosted by continuing public confidence and donor investment. However, our anniversary also allows an opportunity to look at some of the darker undercurrents in our history. IPPF's establishment in 1952 was during a time when the Eugenics movement was underway and racism was still socially accepted at large. In order to move forward, we need to better understand our complex history. This will in turn help us to have much-needed conversations as a Federation in order to walk the talk on our values, including an active anti-racism programme, and address other forms of lingering prejudice.

Board of Trustees Sub-Committee on Anti-Racism

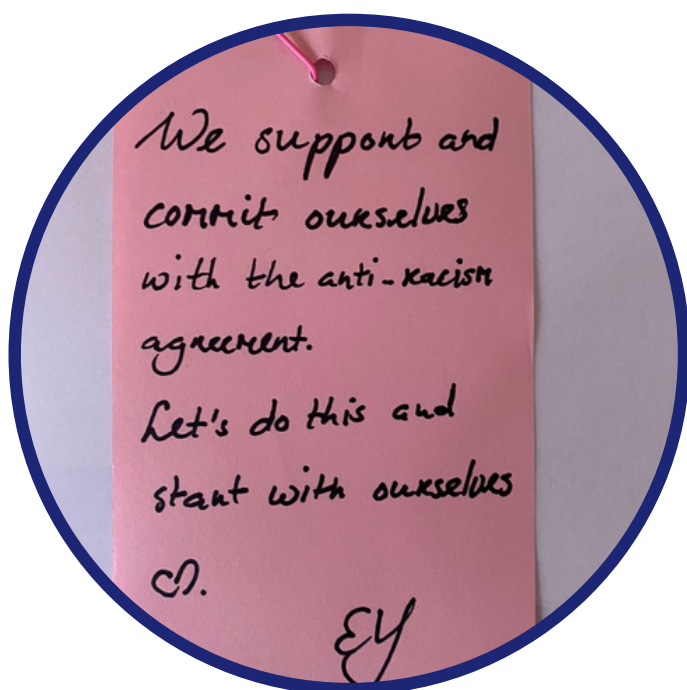
A Board of Trustees Sub-Committee on Anti-Racism was established in August 2021. It is led by Bience Gawanas, a member of IPPF's Board of Trustees. The Board took this step to help ensure further accountability to deliver on the recommendations and actions being taken in the Federation.

IPPF Anti-Racism Training

An externally led training was rolled out throughout 2022 across the secretariat including the DLT and the board on anti-racism, discrimination, and anti-oppression. The training harnessed deep, and oftentimes uncomfortable, discussions with staff on key issues, including:

- Implicit and Organizational Bias
- White Supremacy Culture & Racial Justice
- Individual vs. Group Privilege
- Intersectionality
- Diversity, Equity, Inclusion, Accountability and Belonging

Further opportunities for staff to engage in this training will be made available in 2023, with online training formats currently being explored.



Declaration of Intent on Anti-Racism

In 2022, the Working Group supported the development of a [Declaration of Intent on Anti-Racism](#). This statement was presented at the General Assembly in Colombia in November 2022 and was formally adopted by all IPPF Member Associations.

For IPPF, this has culminated in our Anti-Racism Declaration of Intent, a statement of public accountability to dismantle racism and become an anti-racist organisation by 2028.

By operating within frameworks built on equity, diversity and inclusion and upending attitudes and ways of working embedded in the development sector for too long, organisations can deliver better and more equitable care for all.

IPPF DG – Alvaro Bermejo (bond article)

Federation

A plenary session held at the General Assembly which outlined clearly that member associations want bold, inclusive interventions to tackle racism within the Federation but also within global health.

Next Steps

Secretariat

- Strengthening Human Resources Processes

IPPF's Human Resources team is committed to improving our practices to promote transparency, diversity, equity, inclusion and belonging. We will: Share detailed demographic data of our organisation through our Human Resources information system,



and publicly sharing our diversity at all levels of hierarchy. IPPF began collecting demographic data through our internal HRIS online system to make informed decisions about our structure and way forward.

- Strengthen our recruitment practices, including by:
 - Enabling anonymous recruitment through an online recruitment platform to be rolled out in 2023.
- Including online training on anti-racism as a mandatory component of staff induction for all new employees

Acknowledgements

A humble thank you to all members of the Anti Racism Working Group, the Anti Racism Extended Working Group and the Board of Trustees Subcommittee for Anti Racism.

