



Four pathways to become an anti-racist organisation

To achieve a world where all people can feel safe and respected, and enjoy equal access to services or opportunities, social change/ shift must occur. We need to ensure accountability and make anti-racism embedded in every part of IPPF's work and at all levels, with support by its leadership. Anti-racism needs to be an integral part of IPPF's safety policies (including Safeguarding and Safereporting), with mechanisms implemented to support personal wellbeing. Constant learning and the implementation of a decolonisation approach in the collection of evidence for research will help making IPPF a truly anti-racist organisation. These are the four pillars upon which we have developed our strategies, outcomes and impacts.

Outcomes and impact

Anti-racism work needs an intersectional approach and work at different levels of the Federation. These include at a board level, the secretariat and for the Member Associations. This Theory of Change (ToC) framework provides an overall goal for IPPF's anti-racism programme and a clear direction to achieve this goal with defined strategies, for a cohesive, strategic, and sustainable programme.

Since 2020, IPPF initiated an examination of racism and colonial legacy, motivated by internal inquiries and global discussions.

A Working Group formed in 2021 focuses on policy review, staff training, communications, counselling, and engagement with Member Associations, leading to the adoption of a Declaration of Intent on Anti-Racism by all IPPF Member Associations at the 2022 General Assembly.



Decolonising & Anti-Racist Transformation at IPPF



Equitable Opportunities and Inclusive Recruitment Practices

Making IPPF Accessible and Accommodating: Ensure accessibility and reasonable pathways for staff, members, and volunteers within IPPF.

Anti-Racism in Recruitment and Induction: Incorporate anti-racism principles into recruitment and induction processes to promote equitable opportunities, retention, and progression for all individuals within the federation.

Decolonisation of IPPF and Research Agendas

Driving Research from the Global South: Prioritise research and knowledge gathering from the global south to ensure diverse perspectives and representation.

Full Decolonising Approach: Implement a comprehensive decolonising approach, including language and terminology, to guide IPPF's association towards decolonisation and equity in its research agendas.

Creating a Safe and Respectful Environment

Implementation of Anti-Racism in Safeguarding: Fully implement anti-racism principles in IPPF's safeguarding policies and processes.

Support for Individuals: Provide comprehensive support to individuals in need within IPPF, fostering a safe and respectful working and volunteering environment for all.

Thought Leadership in Anti-Racist SRH Programming

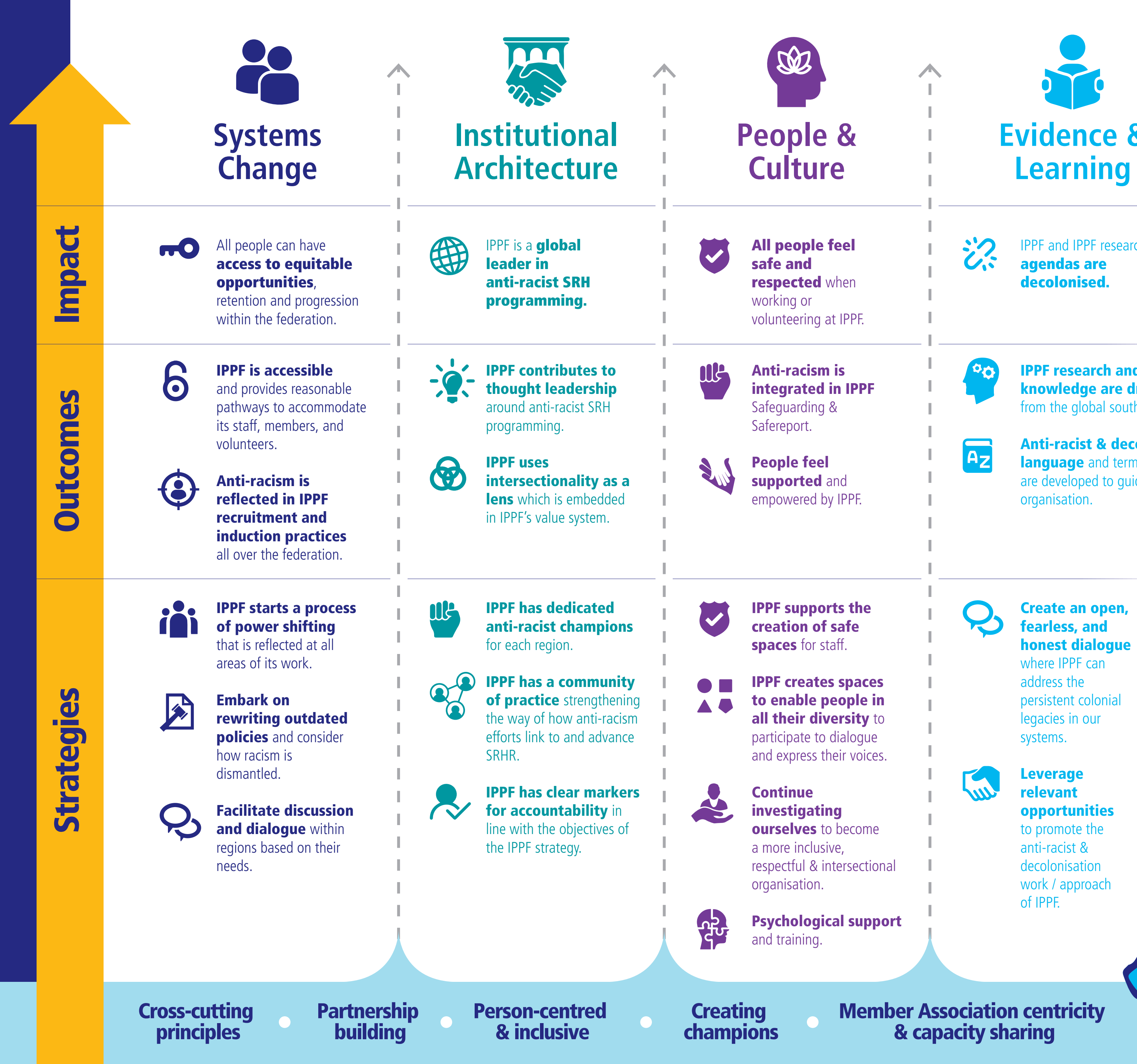
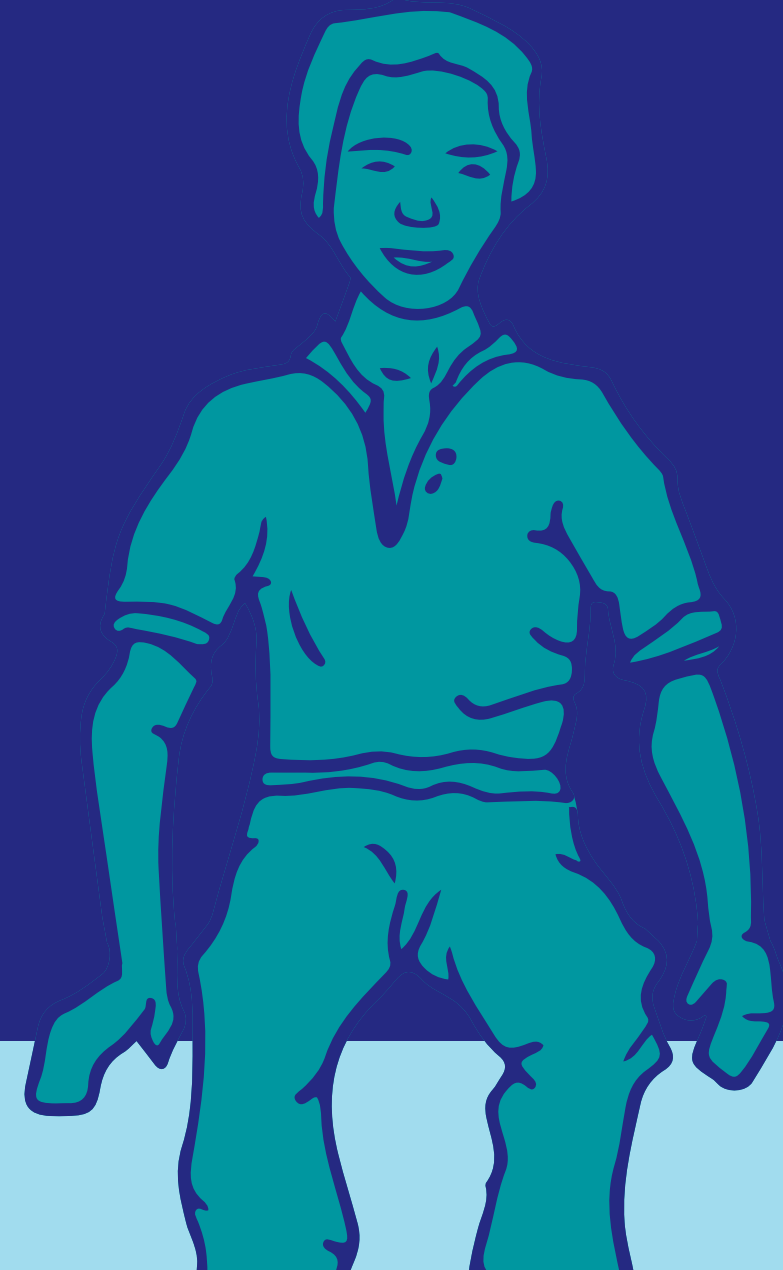
Contribution to Thought Leadership: Lead discussions and initiatives around anti-racist sexual and reproductive health (SRH) programming.

Intersectionality as a Lens: Embed intersectionality in IPPF's value system to enhance its reputation as a global leader in anti-racist SRH programming.

The IPPF champions sexual and reproductive health globally while operating as a federation of national organisations collaborating with communities and individuals worldwide.

Theory of Change

By 2028 we will be recognised as a champion for anti-racism with an intersectional approach to nondiscrimination and equity.



Cross-cutting principles

Partnership building

Person-centred & inclusive

Creating champions

Member Association centrality & capacity sharing