

Preliminary Anti-racism Staff Survey Report
For
International Planned Parenthood Federation
(Submitted to IPPF on Monday 22 February 2021)

The anti-racism staff survey review questionnaire was created by a team consisting of Dr Michael McEachrane, Dr Tina Wallace, and Dr Ernest Albert as well as Roger Parry and Emily Rann from Agenda Consulting. The International Planned Parenthood Federation (IPPF) Working Group commented on several drafts of the questionnaire. The survey was administered by Agenda Consulting during a three-week response period (Wednesday 13 January until Wednesday 3 February 2021). This preliminary narrative report is based on the univariate statistical data of the survey compiled by Dr Ernest Albert and made available on Thursday 18 February 2021 (except for a few preliminary multivariate analyses based on data as presented by Agenda Consulting on an online results dashboard). The staff survey review is part of a larger review led by Dr Michael McEachrane, Professor Michele Goodwin, and Dr Neha Kagal.

This preliminary report reflects an engaged, initial review of survey responses, response rates and trends in survey responses. No extensive multivariate analyses or analyses of the responses to the open-ended questions are included. As such, the analyses are still under review and study.¹ Below you will find a broad overview of the results and some initial reflections.

I. Demographic response rates

Altogether 186 of 285 staff, i.e. 65% of the Secretariat responded to the survey. The response rate per regional office is as follows:

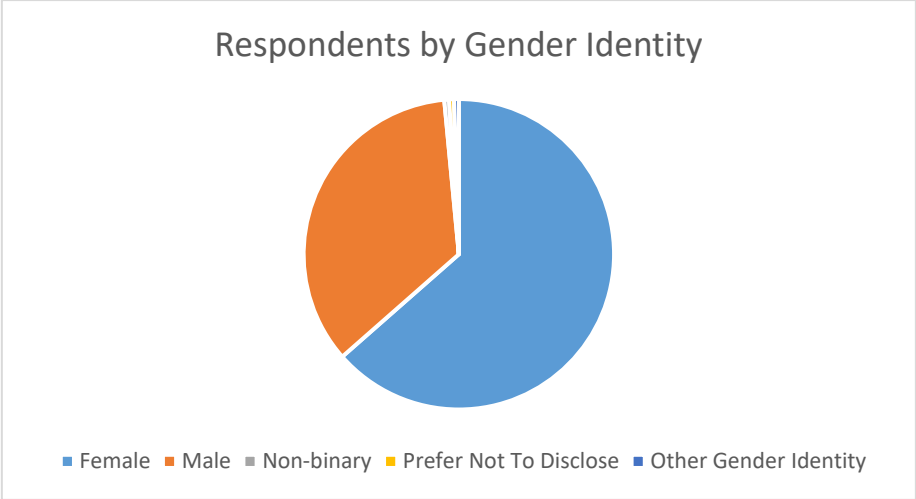
1. European Network (EN): 82% (20 of 24)
2. East and South East Asia and Oceania Region (ESEAOR): 68% (32 of 37)
3. Central Office (CO): 66% (70 of 106)
4. Africa Regional Office (ARO): 65% (43 of 66)
5. South Asia Regional Office (SARO): 55% (11 of 20)
6. Arab World Region (AWR): 45% (10 of 22)

An overall response rate of 65% offers a baseline and should be sufficient to provide a general picture of trends at the Secretariat. It may be noted that—given what we know from research,

¹ The data contained herein may not reflect the full scope and scale of the survey. The report is preliminary, and may be subject to revision in light of further analyses of the data.

including the results of this survey, of the general nature and distribution of racial discrimination and given a geographical racial distribution of staff across IPPF’s offices—staff who are least probable to experience racism had among the highest response rates, whereas the offices with staff who are most probable to experience racism had among the lowest response rates. The reasons for these disparities across the various offices could be subject to further review.²

Percentage of respondents according to their gender identity:

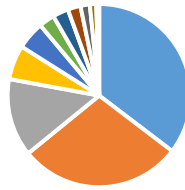


1. Female: 63,4%
2. Male: 34,9%
3. Non-binary: 0,5%
4. Identify in some other way: 0,5%
5. Prefer not to say: 0,5%

Percentage of respondents according to race and/ or ethnic identity:

² For instance, by giving those staff who did not respond an opportunity to respond to a short questionnaire whether the reasons were, for example: (i) Lack of time, (ii) Lack of trust that the survey was worthwhile and would have a positive outcome, (iii) Lack of trust that the survey was confidential and that individual responses would not be identifiable by IPPF, (iv) Other reason(s), please describe.

Respondents By Race



- White
 - Black/African/African Descent
 - South Asian
 - South East Asian
 - Middle Eastern or North African
 - Multi-racial
 - Other
 - Latino/a
 - Non-disclosed
 - Pacific Islander
 - Central Asian
1. White (origins in any of the original peoples of Europe): 34,4%
 2. Black, African or of African descent: 28%
 3. South Asian (origins in the Indian sub-continent): 13,4%
 4. South East Asian (e.g., origins in Thailand, Indonesia, Philippines): 5,9%
 5. Middle Eastern or North African: 4,8%
 6. East Asian (e.g., origins in Japan, China, Korea): 2,7%
 7. Multi-racial or mixed-race (identify with two or more racial groups): 2,7%
 8. Other, please describe: 2,7%
 9. Latino/a or Hispanic, origins in Central or Latin American or Spanish-speaking countries: 2,2%
 10. Prefer not to say: 1,6%
 11. Pacific Islander: 1,1%
 12. Central Asian (origins in Central Asia or Caucasus): 0,5%
 13. Indigenous person or person belonging to an indigenous group: 0%
 14. Mestizo (combined European and indigenous descent in Hispanic America): 0 %

II. Survey Results Regarding Racism at IPPF

Consistently, the survey results show that only a minority of IPPF staff believe that racism is *not* a problem at IPPF and on average more staff believe than disagree that it is a problem. For example, to the statement, “*I believe that racism, racial, ethnic, religious and/ or caste discrimination is a problem at IPPF,*” slightly more than 1/3 of the respondents, 36%, either agreed or strongly agreed, whereas less than 1/3 or only 27,5% either disagreed or strongly disagreed.

Of those who either agreed or strongly agreed to the above statement,

1. 62,7% of them thought that it is a problem *at IPPF as a whole*;
2. 53,7% that it is a problem *in how IPPF teams and programmes work in practice*;
3. 52,2% that it is a problem *between the central office and regional offices*;
4. 46,3% that it is a problem *within their office*;
5. 41,8% that it is a problem *between IPPF staff and staff of MAs or other partner organizations*;
6. 34,3% that it is a problem *between the Secretariat and Member Associations of IPPF*;
7. 22,4% that it is a problem *between the IPPF central office and service providers and/ or receivers in the Global South*;

8. 19,4% that it is a problem *between the IPPF Secretariat and IPPF service receivers.*

These responses seem to indicate that those staff who think that racism is a problem at IPPF are more likely to think that it is as much or maybe more a general “institutional” problem than it is an “interpersonal” one. Therefore, it seems on-point that the review does not limit itself to workplace culture, but includes structural issues more broadly, including how IPPF is organized.

This point is further brought out by the responses to the statement, *“There are colonial legacies in how IPPF as an organization is structured and/or functions (for example, in relationships of power and authority towards people in or from the Global South).”* A majority of 53,7% either agreed or strongly agreed that there are colonial legacies in how IPPF as an organization is structured and/or functions, whereas a relatively small minority of 16,6% either disagrees or strongly disagrees with this statement. This warrants further investigation into how colonial legacies may be embedded and reproduced in IPPF as an organization and what may be done to address this.

A. Interpersonal racism at work

To the question, *“In the last 24 months, have you experienced or witnessed at work what you believe is or may be an instance (or several instances) of racism,”* 32% reported to have witnessed and 17,7% to have experienced such an instance or instances, whereas 61,2% reported to have neither witnessed nor experienced any such instances.

Similarly, in a section focused on institutional protection, 22% affirmed the statement that, *“In the last 24 months, I believe that I have experienced one or more incidents of discrimination at IPPF due to race, ethnicity, religion or caste.”*

These are significant numbers, especially when considering that IPPF offices had been in a state of lockdown because of the pandemic during a significant period of the past 24 months when the survey was taken. In addition, some of the staff may have been working at IPPF for a too short period of time to have been exposed to incidents of racism (this could be subject to further multivariate analysis where at least those who have worked less than one year at IPPF are excluded from the data set).

Race comes up as the most frequent ground of racism in the results, both to those who had experienced and witnessed it. Of those who had experienced instances of racism, 66,7% indicated that it was due to race, whereas 80% of respondents who had witnessed such instances thought that it was due to race.

A significant number of respondents indicated that such instances may also have been due gender: 45,5% of those who had experienced and 23,3% of those who had witnessed it. This underscores the importance of engaging an intersectional lens on racism and further investigating how and to what extent racism at IPPF may also be gendered. The survey results call for further multivariate gender-race/ethnicity/religion/caste analysis . For example, deeper analysis may reveal whether women are more likely to experience racism at IPPF than men. One reason why approximately twice as many respondents who had experienced incidents of racism thought that it was also due to gender, than those who had witnessed it, may be that many of those who experienced it were women and that some of those who witnessed it did not see how racism and sexism may intersect. However, this too needs to be further explored.

Even while race was the most common reported ground of racism, other grounds were also reported. For example, 33% report to have experienced and 35% to have witnessed racism on the

grounds of ethnicity. The data could perhaps be further analyzed to isolate whether racism based on ethnicity, for example, seems to be more common within regional offices outside of Europe, whereas racism based on race may be more common within the Central Office and across offices (to test one possible hypothesis). In any case, it seems clear from the results that the review needs to look carefully at ethnicity-based racism too (and other forms of racism, see below).

Further, 9,1% who had experienced and 13,3% of those who had witnessed racist incidents at work during the past 24 months thought that it was due to religion. 6,1% of those who experienced and 3,3% of those who witnessed thought that it was due to caste.

These forms of racism could also be further investigated, perhaps especially through interviews, and, in any case, they should be taken seriously and included in measures against racism at IPPF.

Notably, no one reported to have experienced racism due to sexuality, even though 3,3% reported to have witnessed such racism. Such forms of racism should also be protected against.

The respondents, who either had experienced or witnessed incidents of racism during the past 24 months, selected the following as examples:

1. *Being dismissed or otherwise treated as less competent:* 51,4%
2. *Aggressive, unfriendly, disrespectful or negligent treatment from other staff:* 50%
3. *Diminutive language or tone:* 48,6%
4. *Not being treated with the same collegial friendliness and respect as other staff:* 44,4%
5. *Emails or other forms of communication that have been abrasive or impolite in their style or tone?:* 40,3%
6. *Your or someone else's opinion or judgment being overlooked or not being given the same weight:* 38,9%
7. *Your or someone else's behavior being criticized or described using pejorative or otherwise demeaning language:* 37,5%
8. *Disparaging comments about people, organizations, countries or regions in the Global South:* 37,4%
9. *Being interrupted, spoken over or shouted down in meetings:* 33,3%
10. *People having lower expectations of what you or a colleague can do:* 31,9%
11. *Ideas or expertise being interrogated to a greater degree because of assumptions about your or someone else's lack of competence:* 29,2%
12. *Being subjected to negative, standoffish or demeaning attitudes or demeanor:* 29,2%
13. *Not being adequately included in team work:* 26,4%
14. *Being treated with annoyance, irritation or other intolerance:* 26,4%
15. *You or someone else being (or feeling) excluded from certain spaces, meetings, informal networks that your or their peers are allowed into:* 26,4%
16. *Racist jokes, hostile terms of address or negative comments regarding race, ethnicity, religion or caste:* 26,4%
17. *Being spoken to or otherwise addressed as if you or they are incompetent, a child or a fool:* 25%
18. *Not being adequately included in information sharing needed for work:* 25%
19. *You or someone else being judged/criticised for behaviours that are stereotypes of your or their race, ethnicity, religion or caste:* 23,6%
20. *You or someone else being stigmatised or characterised as "difficult," "unreasonable," "aggressive" etc for challenging racial, ethnic or cultural norms:* 22,2%
21. *Being bullied:* 20,8%
22. *You or someone else being reminded of your/their mistakes more often than others:* 20,8%

23. *Credit for work or ideas taken by or given to a person of another race, ethnicity, religion or caste:* 19,4%
24. *You or someone else being invited into certain spaces, meetings, discussions, on the basis of your or their race, ethnicity, religion or caste (also known as tokenism):* 19,4%
25. *You or someone else being targeted, expected or prompted to take on more work than other staff or work beneath or beside your or their responsibilities:* 16,7%
26. *Other instance or instances - please describe:* 16,7%

The frequencies of these examples seem to suggest that in interactions among staff both attitudes of unfriendliness or hostility and diminishing people's aptitude or competence are relatively common expressions of racism at IPPF. Also, that as many as 20,8% reported bullying as an example suggests that racism at IPPF can be both recurring and severe.

The 22% of respondents who believed that they in the last 24 months had "*experienced one or more incidents of discrimination at IPPF due to race, ethnicity, religion or caste*" selected the following examples:

1. *Insulting or otherwise demeaning remarks or behavior:* 51,2%
2. *Experiencing racial, ethnic, religious or caste stereotyping:* 41,5%
3. *Differential treatment from line or team manager:* 39%
4. *Having to work harder than others to 'prove' myself:* 39%
5. *Pay or benefits discrimination:* 26,8%
6. *Being denied opportunities for progression:* 24,4%
7. *Facing sanctions for voicing opinions:* 17,1%
8. *Redundancy or furloughing:* 9,8%
9. *Other – please describe:* 7,3%

22% should be considered a high number especially given that these forms of discrimination could potentially fall under the law.

B. Diversity, equal opportunities and institutional racism

The views among staff are divergent regarding whether IPPF is an organization that fosters equal opportunities and fair representation. A markedly higher number of respondents believe that IPPF is institutionally fair and equal. Whereas 28,5% of respondents either disagreed or strongly disagreed "*that racial, ethnic, religious groups and/or castes are fairly represented in IPPF,*" 41,9% either agreed or strongly agreed. An even higher number, 48,4% either agreed or strongly agreed that, "*Employees have equal opportunities for career, development and further training in the organization, regardless of racial, ethnic, religious or caste background,*" whereas 19,9% either disagreed or strongly disagreed.

Of those 28,5% of respondents who disagreed or strongly disagreed that that racial, ethnic, religious groups and/or castes are fairly represented in IPPF, interestingly, a majority of them, 86,8%, thought that this is a problem at the *Manager level [i.e. Manager of a function/ team, but not at the Director level]*. 77,4% thought that it is a problem at the *Senior Manager level [i.e. Director level and above, e.g. DLT, regional office Senior Leadership Team]* and 50,9% thought that it is a problem at the *Non-manager level [i.e. people who are not line managers or manage a team]*.

A majority (77,4%) of those who disagreed or strongly disagreed that racial, ethnic, religious groups and/or castes are fairly represented in IPPF, believed that this underrepresentation is based on race. Whereas, 66% thought that it is based on ethnicity, 22,6% on religion and 7,5% on caste.

These survey results could be further analyzed and additional investigation could examine the racial, ethnic, religious and caste composition of IPPF, its levels of management and offices. Such an investigation could serve as a critical baseline for conversations around whether the racial, ethnic, religious and caste composition of IPPF is ideal. For instance, given the diversity of its regions and that IPPF predominantly serves people in the Global South. It could also let us know if there seems to be racial, ethnic, religious and caste stratification at IPPF that reflects, for instance, similar stratification within the societies and regions where the offices are located or globally due to legacies of colonialism.

However, as many as 40,4% of the respondents agreed or strongly agreed that, *“IPPF risks discriminating against or otherwise excluding members of some racial, ethnic religious groups and/ or castes in how it recruits, induces, supports and/ or offers professional development for its staff.”* Whereas, significantly fewer respondents, 25,2%, either disagreed or strongly disagreed.

Of those who agreed or strongly agreed, 84% thought that IPPF risks discriminating *in how it recruits*; 52% *in its international language requirements*; 46,7% *in how it sets salaries*; 45,3% *in its professional and career development*; 37,3% *in its support and supervision*; 32% *in its redundancies or dismissals*; 20% *in its induction*.

These numbers strongly suggest that IPPF’s recruitment processes, language requirements, salary setting procedures, professional and career development opportunities, practices of staff support and supervision, management of redundancies and dismissals and the demographics of these and perhaps even induction processes, need to be carefully reviewed. This can be done in the second half of the review, which will focus on identifying policy gaps and developing solutions.

As many as 34,9% of the respondents either disagreed or strongly disagreed that, *“This organization has provided me with good and fair prospects for promotion or advancement.”* The respondents identified the following reasons for their lack of good and fair prospects for promotion or advancement:

1. *Not being considered for a promotion by senior staff: 38,5%*
2. *Lack of space within the performance appraisal system to discuss or advocate for career progression: 38,5%*
3. *Lack of mentorship: 35,4%*
4. *Lack of credit for the knowledge, language and/or skills that I bring: 29,2%*
5. *Lack of support or sponsorship from senior members of staff: 29,2%*
6. *My educational qualifications were not considered appropriate: 16,9%*
7. *Being told that I was not a ‘good fit’ for the role: 13,8%*
8. *Other – please describe: 38,5%*

This list of reasons will be helpful in identifying possible “bottlenecks” and “glass ceilings.” Here multivariate analyses of the racial, ethnic, religious, caste, gender and sexual identities of the respondents, their time at IPPF as well which offices they work at and at which levels, will be helpful to us as researchers to be able to better identify possible institutional issues.

C. Institutional protection against racism

Among the areas that we as researchers will need to carefully examine, especially in the second half of the review, are what mechanisms IPPF has in place to protect against racism. Here a key area will be to have a close look at IPPF’s Safeguarding practices and protocols. Although the

staff survey clearly shows that experiences of racism are widespread at IPPF, we have been told that only one incident categorized as racism has been reported to Safeguard.³

Even so, 59,1% of the respondents to the staff survey agreed or strongly agreed that they “understand how to report racial, ethnic, religious or caste discrimination at IPPF.” However, 20,4% either disagreed or strongly disagreed that they understand how to report. This is 1/5 of the respondents. Another 20,4% neither agreed nor disagreed. Therefore, 2/5 either do not know or do not seem to be certain whether or not they know how to report.

Of those 22% of respondents who in the last 24 months had “experienced one or more incidents of discrimination at IPPF due to race, ethnicity, religion or caste,” the great majority of them (78%) did not report the incident(s) to Safeguard or to their manager/senior leadership. However, 22% (9 people) did.

Among those 22% (9 people) who reported, only a small minority thought that the problem was resolved, while some have indicated that it has continued or gotten worse.

Among those 78% who did not report, only a small minority (6,3%) indicated that this was because the problem had ended or been resolved. More than half (62,5%) indicated that they did not report because they did not think that the issues would be taken seriously. 46,9% indicated that they did not want to come across as difficult or uncooperative. 37,5% were concerned that their identity would not be kept confidential. 34,4% were concerned about retaliation. 34,4% feared for their reputation in the organization and future career growth. 31,3% did not think that the organization would support them. 31,3% didn’t know to whom or how to report. 25% thought that reporting would have made things worse. 18,8% did not want to cause trouble for the staff involved. 15,6% were concerned about non-renewal of contract/termination of employment. 15,6% did not want to re-live the bad experience and re-experience the trauma. 6,3% indicated that they had not reported because the perpetrator had moved on.

III. Trust and belonging at IPPF

The research team also surveyed trust and belonging at IPPF. The data reveals that slightly more than half of the staff identify experiencing trust and belonging at IPPF. For example, 53,2% of respondents either agreed or strongly agreed “that if racism is shown to be a problem in the organization, the leadership of IPPF will take action to address it.” 58,6% responded feeling “comfortable to have discussions about racism at IPPF.”

Equally, 57,5% either agreed or strongly agreed that IPPF cares about its employees. (Whereas, 20,5% either disagreed or strongly disagreed that IPPF cares about its employees and 22% neither agreed nor disagreed.) Notably, 57,5% is 12% lower than the average when compared to 22 other international development and/or human rights organizations that Agenda Consulting has asked this question to, including Amnesty International, Oxfam International, Plan International, Save the Children International and UNICEF. Among the respondents who have worked for IPPF for 5 years or more, even fewer, 48% either agree or strongly agree that IPPF cares about its employees.

³ Zoom meeting 2021-02-01 with Vanessa Stanislaw, Dr Neha Kagal and Dr Michael McEachrane

To a question whether and to what extent respondents felt that they belonged to IPPF, the answers were on average slightly more affirmative. 60,2% respondents either agreed or strongly agreed that they belonged to IPPF. Merely 10,8% either disagreed or strongly disagreed that they belonged to IPPF, whereas 29% neither agreed nor disagreed.

Those who had worked for IPPF for 5 years or more were even more likely to feel that they belonged, on average 63% either agreed or strongly agreed that they belonged to IPPF. This is quite a stark contrast compared with that only 48% of respondents of the same group agreed or strongly agreed that IPPF cares about its employees. In other words, IPPF staff seem more likely to feel that they belong to IPPF than that IPPF cares about its staff and this contrast seems all the more stark among staff who have worked for IPPF for 5 or more years.