

Anti-Racism Program of Action

Management Response to the Report

Background

The murder of George Floyd sparked despair and outrage, accelerated the Black Lives Matter movement and reignited existing questions on the role that systemic and institutional racism has on the people who work in, and benefit from international development, with no organization immune.

A group of committed and courageous activists within IPPF, many of whom were part of the Gender Steering Group ignited an internal movement, reaching out to their colleagues, including the Directors Leadership Team (DLT) with a commitment to sparking a conversation and delivering on institutional change.

At the November 2020 Board of Trustees (BoT) meeting, IPPF took a decision to proactively engage in an Anti-Racism Program of Action. This decision was in recognition that IPPF understood itself as part of an aid ecosystem that has been shaped by forces of colonialism and racism and was committed to ensuring that these are not reproduced or perpetuated by the organization. That understanding this was critical to the integrity, efficacy, and continued relevance of IPPF.

The program recognized that IPPF is not immune to its external environment and wanted to take proactive steps with a view to making a measurable difference before launching our new strategic framework.

What had been revealed in the lead up to the process of creating this program was how critical foundational learning was, and that we needed shared agreement on critical milestones. With that in mind, we moved forward with a commitment to meaningful progress – progress that would be measurable, sustainable, restorative.

To deliver on this; the DLT decided to tap into unspent Solutions 6 funds and contract in external consultants to ensure a Program of Action was delivered on. A working group of committed change makers kept the work moving forward, despite what were difficult and highly charged circumstances. A Program Lead was hired to oversee the work; and will continue to oversee the second phase of the Anti-Racism Program of Action.

On July 08 2021, a report with key recommendations was delivered to the DLT and the Working Group, who agreed on two weeks to digest what was a sobering report and for DLT to consider a management response. This paper is the response to the report.

IPPF Stance and Values

IPPF is committed to being an anti-racist organization. We believe this is more than just refraining from acting in ways that are discriminatory, but in taking practical and positive steps forward that

dismantle the impact of existing and systemic racism within our Secretariat. For this reason, we embarked on a multi-year Program of Action.

We believe that delivering on this commitment requires action and activism across all of the Secretariat, so that staff and volunteers can thrive in a work environment that is free from discrimination, from prejudice and from marginalisation. IPPF will proceed in the spirit of an un-learning organisation.

This means, we recognise that a statement can be inadequate, and for this reason we are proposing deeper internal dialogue in the lead up to the IPPF General Assembly, where a statement will be ratified by our full Federation.

Management Response

The DLT made a proactive decision to guide the organisation through this program of action and welcomes the report. It also retains the same ambition and aspiration for the second phase, after an incredible and often difficult learning journey in phase 1.

On 07 July we received the report and have read and reflected on the very stark and confronting content. Sobering narratives that are the lived experience of our colleagues. DLT itself is a highly diverse group, who informed some of the contents of the report and some of whom bring our own experiences of racism. We want to proceed in a trauma informed way – we want our response to be affirming, safe and we want it to inspire collective change. We have considered all recommendations, and in key areas have decided these did not go far enough. After some deliberation we added further recommendations designed to move the organisation forward.

We are committed to co-creating an institutionalized and systemic approach, that recognises the diversity of the Secretariat and that interlinks to our commitment to intersectionality. We want to do better on making our work more accessible to those that live outside of the global north, making links that resonate in countries who talk about race and power in different ways. Our action will consider anti-racism and other interlinking areas that further marginalise our colleagues, whether it be their age, ability, sexuality or gender identity. We will ensure communication is multi-directional, that we commit to unlearning and will continue to check in on our own biases. We will not shy away from making links between anti-racism and SRHR in everything we do.

As DLT we take accountability in IPPF's response, and we will elevate all voices and support the Working Group to shape its own membership who are empowered to lead, and that staff can continue to disrupt and challenge the culture when it is not good enough. We continue to learn from and be inspired by our MA's and are committed to an anti-oppressive framework. We recognise the report also raises issues of poor management and discrimination beyond racism; they will be addressed in parallel.

The learnings from the report; and the learning in Phase 2 will inform the new strategic plan; launching an IPPF that is wiser, safer, more joyous, and braver.

We want to sincerely thank all those that have come on this journey, and those ahead of us that will contribute to this next phase. We want to recognise how difficult it has been and to apologize for those impacted by our culture that was revealed in the testimonies we have born witness too. We have zero tolerance for racism in any form; your stories have sparked this new wave of change.

In solidarity,

Alvaro Bermejo

Caroline Hickson

Eugenia Lopez Uribe

Fadoua Bakhadda

Manuelle Hurwitz

Mina Barling

Sam Ntelamo, on behalf of Marie-Evelyne Petrus Barry

Sonal Indravadan Mehta

Tomoko Fukuda

Varun Anand

Message from the Anti-Racism Working Group

The Working Group was convened in mid-2020 – just as the COVID pandemic took a firm hold on the world and the murder of George Floyd sparked a movement called Black Lives Matter (BLM). As the BLM movement gained momentum far beyond the US, many organisations, including IPPF began to reflect on its own racism and colonial legacies.

The Working Group is relieved the report is now final. We have had a gruelling few months of self-reflection/interrogation, conflict, challenging and emotional conversation, trauma (for some) and questions about whether we would reach the end of it in one piece.

The report does not make easy reading for anyone. However, it is a report that evidence that staff and MAs have been listened to and their experiences, thoughts and suggestions are included for us all to reflect on – personally and as an organisation.

We are at the beginning of a journey towards a different future for IPPF. This is urgent but is going to take time. We hope that your support and effective IPPF leadership, will facilitate and enable the changes to be made to create a more equitable, anti-racist organisation; one that acknowledges the fear and discomfort of these conversations, yet is brave enough to have them and do the work required.

Our commitment to IPPF is to see this through, to ensure that the voices that have spoken have been heard *and* listened to, their experiences acknowledged and addressed; and dismantle the architecture that underpins and facilitates racism in our organization and create a zero-tolerance, learning organization that moves towards becoming an exemplar employer that everyone is happy and proud to work for.

Management Response to the Recommendations

1.	<p>Create a Board<>Management committee</p> <p>Maintaining governance and management responsibilities, and ensuring roles are well delineated, as we have done with other critical projects (governance reform, WHR separation, judicial review).</p> <p>1.1. Creation of a board oversight committee. Composition and draft ToR proposed.</p> <p>1.2. DG to re-launch Anti-Racism Working Group (ARWG). Expand the ARWG to include members from all regions and allow existing members to determine whether or not they would want to continue. The expanded ARWG will not include DLT members. The working group will be supported by expertise in the form of consultants.</p> <p>1.3. Create and embed a systemic link between this work, POC and the Gender Steering Group through transition.</p>	<p>BoTC with DGO / PM</p> <p>DG / DLT</p>
2.	<p>Anti-racism training</p> <p>We must align with the thinking towards a unified Secretariat while recognising jurisdiction and cultural differences.</p> <p>2.1. Create one bespoke core programme for all staff across the Secretariat with one (virtual) provider, with the possibility of specific regional 'add on' modules.</p> <p>2.2. Create a subset of training for leadership / management with the aim of building leaders that act with humility and open minds.</p> <p>2.3. Prioritise with an anti-racism / anti-colonial mindset for a leadership development programme.</p>	<p>POCD</p> <p>POCD</p> <p>DGO/POCD</p>
3.	<p>People of Colour Forum</p> <p>We have diverse views on the value of this recommendation, how best to do it safely and inclusively and have it as a safe-space and peer-support rather than foster isolation and fragmentation.</p> <p>3.1. If / when people of colour decide to self-organise in this way we will work with the Working Group to enable and support.</p>	<p>SA/ARWG</p>
4.	<p>Equitable opportunities for employment, retention and progression</p> <p>The report does not provide detailed evidence of bias / blockage / barriers and rather recommends an audit of HR processes. We agree this needs to be done, with an anti-racist focus but also more broadly.</p> <p>4.1. Demographic survey.</p> <p>4.2. Review work experience / academic record for systemic bias.</p> <p>4.3. Ensure the entire Secretariat workforce is compensated equitably. This will be linked to more actionable steps inclusive of the salary benchmarking exercise which will address racism and discrimination.</p> <p>4.4. Review POC/HR structure across the Secretariat and see if there is anything we can do to ensure a greater focus on DEI and mediation. Consideration of an ombudsperson.</p>	<p>POCD</p> <p>POCD</p> <p>POCD</p> <p>DLT</p>

5.	<p>Public Statement of Recognition</p> <p>5.1. For it to be valuable must follow internal debate about founding history and legacy. Aim for the statement to be delivered at the GA on 70th anniversary.</p> <p>5.2. Internal communication and action that is inclusive and reflective of diverse voices and languages</p>	<p>BOT</p> <p>Comms</p>
6.	<p>Amend safeguarding policy and code of conduct</p> <p>We do not believe amending the safeguarding policy (main focus on children and vulnerable adults) is a current priority, but do agree on updating HR and related operational policies.</p> <p>6.1. Amend Code of Conduct, DEI and other HR related policies and procedures.</p>	<p>POCD</p>
7.	<p>Review and modify colonial models</p> <p>The report does not contain many specific recommendations in this area but, consistent with the report, we will:</p> <p>7.1. Continue to ensure resources move closer to the ground. This includes continuing to support national and regional initiatives via various consortia and through Stream 2 funding.</p> <p>7.2. Ensure program design is rooted in rigorous intersectoral context analysis, tools and processes</p> <p>7.3. Address power concentration (in the Secretariat), and limited operational accountability to the membership. Introduce secretariat reviews.</p>	<p>DLT/DGO</p> <p>DLT/G&A PD</p>

END.