



IPPF Programme of Action – Anti-Racism

September 2021





Programme of Action (PoA)- Anti-Racism RoadMap

Emerging: IPPF Beginning to address a more anti-racist and equity based approach

Established: IPPF with an established approach to anti-racism and key structures in place to support it

Leading: A role model organisation in which power imbalances are recognised and addressed through the PoA

Anti-Racism Programme of Action Roadmap:

Q4 - 2021



- 3 Pillars:
 - Colonial legacies
 - Institutional
 - Interpersonal
- Board Sub-Committee and Expanded Working Group
- Communication Plan
- Training Plan

Q1 - 2022



- Report and management response
- Structures in place to support the action plan development and implementation
- Action Plan developed and implemented for PoA

Q2 - Q4 - 2022



- Alignment to key institutional strategies and policies
- PoA aligned and integrated into strategic planning for IPPF 2021 - 2022
- Statement of Public Recognition - General Assembly - 2022
- Included in IPPF new strategy 2023 - 2028

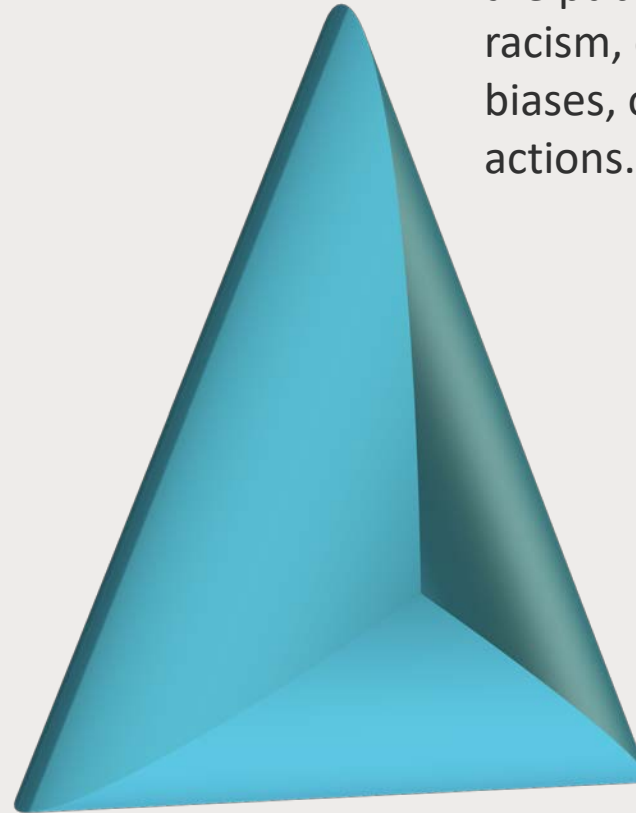
Anti-Racism - PoA



Institutional racism occurs in an organization. These are discriminatory treatments, unfair policies, or biased practices based on race that result in inequitable outcomes and extend considerably beyond prejudice. These institutional policies often never mention any racial group, but the intent is to create advantages.

Institutional

Interpersonal



Interpersonal racism occurs between individuals. These are public expressions of racism, often involving slurs, biases, or hateful words or actions.

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 color.

Colonial Legacies

Anti-Racism PoA Proposed Action Plan

2021
Q4

Institutional:

Ensure staff are compensated equitably - finalise Birches

Interpersonal:

Guidance through initial process

Learning opportunities and conversations around anti-racism and equity.

Create a core training programme for all staff across the Secretariat with one (virtual) service provider, with the possibility of specific regional 'add on' modules;

Colonial Legacies:

- Regional and global dialogues (internal and external)

- Expanded Working Group constituted
- BoT Sub-Committee Constituted and consulted
- DLT



Q&A



A perspective view of a dark asphalt road with a bright yellow center line. The road leads towards a bright, glowing light at the end of a tunnel, with lush green foliage on either side. The light creates a lens flare effect.

Thank you