

Board of Trustees
2-3 December 2021

Refers to
agenda item 2

Agenda Item: Anti-racism Action Plan Update

Summary:

This quarter the Anti-Racism Programme of Action was given a boost by the development of two major support groups – the Board of Trustees Anti-Racism Task Force and the Anti-Racism Working Group for the secretariat.

Action Required:

The Board of Trustees is required to note this update

Introduction:

The Anti-Racism Programme of Action has been supported this quarter by the establishment of two groups which will be engaging more deeply on the Anti-Racism work for the Federation. This forms part of the IPPF actions to prevent and respond to all forms of racism within the Federation, in its policies, procedures and programmes.

This note is provided for the December Board Meeting as an update.

With a year to go to the IPPF General Assembly (GA) 2022 it is clear that we need to achieve certain outcomes.

Using the management response to the audit report, a plan of action was developed which would culminate at the GA.

This would mean a set of key principles, integrated into the IPPF new Strategic Plan debated and endorsed by MAs at the GA. Contextualised within the broader reform process within IPPF, this work is also part of a broader developmental agenda feeding to global debates around decolonisation and decoloniality.

Furthermore, the GA will provide a platform and opportunity to show the gains made in this work. Together with the working group and the Board Sub-committee we will strive to:

- Embed anti-racism in all our work as well as our organisational culture with specific and targeted understanding of intersectionality and how this is integrated within the organisation.
- Launch our principles and ethos for a truly anti-racist IPPF
- Incorporate mandatory training for anti-racism into our core set of trainings
- Review all policies and procedures to include anti-racist principles

These provide a blueprint for the Anti-Racism plan of action which has the following breakdown of activities for the foreseeable future:

Q4 2021	Q2&3 2022	Q4 2022
<ul style="list-style-type: none"> - Board Sub-Committee and Expanded Working Group established - Communication Plan - Training Plan 	<ul style="list-style-type: none"> - Structures in place to support the action plan development and implementation - Action Plan developed and implemented for PoA - Outreach to Member Associations 	<ul style="list-style-type: none"> - 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

The breakdown of activities to date have included the following:

1. Establishment of the BoT Anti-Racism Sub Committee

This includes the establishment of the Board of Trustees Anti-Racism Sub-committee which is being chaired by Bience Gawanas.

Other members of the board sub-committee are:

- Andreas Prager
- Surakshya Giri
- Rosa Tchonang
- Sami Natsheh
- Rose-Marie Belle Antoine

The sub-committee has met twice this year (August 25 and September 16th) and helped drafted a Board Statement on Anti-Racism sent out to the secretariat as well as to Member Associations.

2. Establishment of the Anti-Racism Working Group

The secretariat working group was established in October 2021. After the development of key terms of reference circulated to secretariat staff in early October – about 14 applications were received to be a part of the Working Group. Two members have resigned from the working group and the newly formed expanded working group has 12 members representing each region of the secretariat.

- a. The Working group have been divided into five sub-committees which will be working on:
 - i. Training Development on Anti-Racism
 - ii. Communication of the Plan of Action to the secretariat
 - iii. Counselling
 - iv. MA’s

- v. Modernising and updating Policies and Procedures to include anti-racism principles
- b. Develop Terms of reference for training including the development of principles which will guide the long-term work of IPPF in this area.

3. Budget:

- a. The secretariat has allocated budget against a workplan with activities, and this is being tracked by the working group.

Conclusion:

While some of the key recommendations will need further analysis, there is a deep-seated commitment to tackle racial discrimination at an institutional, interpersonal and structural level within the Federation. Imperative to the IPPF application of the plan of action is an intersectional lens. This needs to incorporate thinking with a decolonial lens which takes into account the overlapping inequalities within the SRHR sector. IPPF needs to think about forging new ways of working and becoming a thought leader in this space to ensure that this work has ripple effects across the SRHR sector.

With these actions outlined above we can create an environment where everyone feels safe, valued, respected and where there is zero tolerance for racism within the Federation.