**IPPF Board of Trustees**

**Statement**

**Programme of Action for Anti-Racism**

13 October 2021

IPPF’s mission is to strive for sexual and reproductive health rights for all women and girls globally. Our mandate is one of justice and fairness in all we do.

Therefore, the past 18 months have seen us taking a hard look at where we have come from and trying to reconfigure a new future for our organisation. Like others we have been reckoning with our past and found our mandate challenged.

Spurred into action by a global movement through the Black Lives Matter protests we can no longer carry on with business as usual. The unfolding events forced the world and us to reexamine how we uphold systemic racism and our role in dismantling it. We have seen further eruptions in the SRHR sector and the need to take a hard, honest look at the legacy of colonialism in our own back yard.

But between these moments of despair, we have had time to learn, unlearn, reflect and react, not only as individuals working in this sector but also as an organisation.

This is why IPPF proactively embarked on a painful and humbling journey of becoming an anti-racist organization. Although we are far from where we want to be, we’ve made some important steps. The Anti-Racism Report is a difficult read but we must confront the facts – IPPF has in the past and currently upholds racism in the workplace and in the way we operate as an INGO.

First and foremost, we want to acknowledge and deeply apologize for the pain, trauma and neglect experienced by our Black colleagues and others of color. To those we failed in the past, we humbly ask for your forgiveness and our promise to you is that we will do better.

As the BoT we make a promise to all the staff to proactively learn from past mistakes in order to make the workplace a safe place for you to speak up and to grow – no glass ceilings, and to unlearn harmful behaviours both conscious and unconscious.

We established the Anti-Racism Programme of Action Board committee (AR-POA) consisting of BOT members to provide oversight on our work on racism. We are committed to working through our AR-POA with DLT, and the expanded Working Group for Anti-Racism, in standing up and tearing down any barriers or obstacles to the elimination of racism within and beyond IPPF. Our approach and way forward must understand that racial and gender justice for women and girls are inter-linked.

Our vision for a just IPPF must address all interlocking and overlapping discriminatory systems. We must understand the impact of intersectionality and use that lens to address racism and discrimination to ensure everyone has a voice in IPPF and is able to use their voice to promote positive change.
We are hopeful and committed to a common vision of equality, fairness, and justice. This moment we find ourselves in – is a turning point – for us to build an IPPF we are all proud to be a part of.

As the board -:

- We commit to individually opening up and understanding the issues which include lived realities and privilege, in addition to learning and unlearning our own biases.

- We will drive implementation of all that is in the outlined Anti-racism PoA

- Through our Programme of Action and in accordance with the agreed Roadmap, we will address IPPF’s colonially derived culture and values, along with interpersonal and institutional racism.

- And we want to support the creation of safe spaces for meaningful conversations to take place and allow everyone in all their diversity to speak up.

We remain steadfast in our promises and actions in listening, learning, unlearning and more importantly, doing the hard work of helping IPPF become a truly anti-racist organization.