

Board of Trustees
17-18 November 2020

Refers to
agenda item 6

Agenda Item: CULTURAL SAFETY, RACE, POWER & AID

Summary:

This paper provides context to and outlines the *Program of Action: Anti-racism at IPPF*.

The program is in recognition that IPPF understands itself as part of an aid ecosystem that has been shaped by forces of colonialism and racism and is working to ensure that these are not reproduced or perpetuated by the organization. That to work to understand this, and to end this is critical to the integrity, efficacy and continued relevance of IPPF.

This program recognizes that IPPF is not immune to its external environment and together we will take proactive steps with a view to making *a measurable difference* before launching our new strategic framework..

Context

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. Lingering questions on the abuse of power and white supremacy in the international development sector remain unresolved, as we saw with #aidtoo and #metoo.

Many colleagues in aid and development are long aware that their experiences in the workplace were not isolated, and have reembraced intersectionality as an inclusive, activist driven framework, creating an online drumbeat of lived experiences.

Yet, a quiet frustration amongst activists and grass roots organizers has been growing as promises of a fairer distribution of power - or even a safer workplace – failed to materialize. Within our sector, younger people who grew up with the internet, have been unable to identify a fairer mechanism for eradicating racial - or other forms of violence - in their workplaces. As we have witnessed with the public (mis)handling of multiple complaints, online cancel culture appears preferential to an internal process. An unintended consequence of this activism is that it is becoming increasingly difficult for ourselves and the public to distinguish the gravity and scale between one situation from another; and that poses serious reputational damage to the SRHR agenda.

Despite this, there is no joined up plan proposed to make our organizations less racist. To share power. No indicators or targets that would make a transition of power more possible.

At the same time, what has been revealed through the process of creating this program is how necessary foundational learning is, and how necessary shared agreement on critical milestones will be - for our directors leadership team, for our staff, for our trustees, our volunteers. For everyone. With that in mind, we ask you as trustees to move forward with us, with great humility, so that no

one is harmed; so that we can listen to what we aren't getting right and course correct, and that we make meaningful progress – progress that is measurable, that is sustainable, that is restorative.

The Program of Action: Anti-racism at IPPF.

The program will help foster an environment where everyone in the Secretariat feels respected, safe, welcome and included. It will serve to tackle racism in the workplace, its causes and modes of expression, to ensure a culture of equality and non-discrimination.

More broadly, the program will review the Secretariat's relationships to MAs, volunteers, service providers, receivers and its engagement with reproductive health rights, women's rights and development aid.

The program will empower IPPF's global Secretariat to embody values of honoring and promoting human dignity, equality and non-discrimination in every facet of its work, including in recruiting new talent and retention of current staff, its relationship to Member Associations and service providers, and empowering women in developing countries.

This program will develop an assessment of the organizational culture and practices of IPPF and offer recommendations to create lasting organizational change that is equally connected to its mission and social action. This work will advance a solutions-oriented dialogue on how IPPF's Secretariat can become a safer and more inclusive employer; a positive force for the empowerment of women and their communities in developing countries and where needed a transformation of unequal and biased relationships amongst staff, between the London office and the regional offices, the secretariat and the MAs, service providers and receivers, the IPPF and developing countries; thereby, better aligning organizational behaviors and programmatic output with our values and mission.

Project team

Dr Michael McEachrane has been contracted to lead this work, under Solution 6: Develop Leaders; Boost Culture, (Initiative 6.1 Governance and Secretariat Reform). Michael brings a strong and extensive record of anti-racism research and NGO experience. To assist Michael, a team of experts is being developed in close collaboration with the Working Group.

The **Working Group** includes:

- **MA representatives:** *Dona da Costa Martinez*, ED, Family Planning Association of Trinidad and Tobago, and *Subhash Chandra Shrestha*, ED, Family Planning Association of Nepal
- **DLT sponsors:** *Mariama Daramy-Lewis*, Director of People, Organization and Culture Division, *Mina Barling*, Director of External Relations Division, and *Evelyne Petrus-Barry*, Regional Director, IPPF Africa Region
- **Staff Association representatives**
- **Seri Wendoh**, Senior Technical Gender Advisor

Deliverables

1. An **audit** on how IPPF is doing on racism and anti-racism work
2. Informed by the above, a **report with recommendations**.

1. Audit

The audit will be conducted using a variety of mechanisms, as follows:

- **A pre-survey learning workshop** to learn about foundational concepts such as institutional and structural racism, as well as microaggression, implicit bias and intersectionality, and the legacy of colonialism in international development.
- **Surveys for staff, MAs, service providers (including volunteers) and service receivers.** These surveys will be anonymized and confidential. They will be co-designed, administered, collected and statistically analyzed by a third party. The surveys will cover institutional culture, racism, power dynamics, microaggressions, implicit bias and intersectionality (and their impacts).
- **One-on-one interviews** with staff, MAs, service providers and receivers for in-depth reflections and an overview of IPPF from an anti-racism perspective, including relationships of power.

This phase of the project will be concluded by Q1 2021. The results and preliminary analysis will be disseminated at **debriefing workshops** (likely one per office), with solutions-oriented conversations. There is discussion about a final survey confirming a measurable difference in cultural safety and inclusion, with a view to a measurable reduction in racism.

2. Report with recommendations

There will be a full review of IPPF steering documents, by-laws, workplace policies, protocols, programs and projects during the past five years to identify gaps and possible improvements. This will also cover monitoring and accountability mechanisms, principles for programming, advocacy and communication.

The full review of IPPF will be done with a view that historical legacies of colonialism, racism and power may be reflected in the organization and where this is the case, should be clearly identified. The review will also be carried out with an understanding for how such grounds as race, gender, social origin, nationality and differential positions of power within the organization as well as between the organization and the outside world may intersect in ways that undermine equality of human dignity, rights and non-discrimination.

Outcomes in terms of institutional amendments will emerge depending on the needs of IPPF, and these will be discussed with the Working Group, stakeholders and at the workshops.

Action Required:

- The Board to discuss and review the anti-racism Program of Action
- The Board, as a key stakeholder, to give their feedback on anti-racism at IPPF, including on critical milestones – with a view to shared accountability on key milestones.

END.

Confidential