

Agenda Item: Update on anti-racism programme of action progress

Summary

The Anti-Racism Programme of Action (POA) represents IPPF's commitment to embedding anti-racism within its governance, policies, and operational structures. Since its inception, the programme has sought to challenge systemic barriers, dismantle colonial legacies, and promote equity across the Federation. This report provides an update on the progress made in implementing the POA, highlighting key achievements, ongoing challenges, and areas requiring further attention.

Over the past year, IPPF has taken significant steps to integrate anti-racism into its strategic framework. Governance structures have been revised to ensure greater oversight and accountability, including the establishment of the Anti-Racism Working Group. Training initiatives have been expanded, with the launch of e-learning modules designed to foster open-mindedness, humility, and an anti-colonial mindset among staff in the Secretariat. Furthermore, Secretariat policies have been reviewed to promote diversity, equity, and inclusion, with a particular focus on ensuring fair compensation and opportunity for all.

Despite these advances, challenges remain. Some initiatives have faced delays due to resource constraints, while others require sustained engagement to drive meaningful change. The restructuring of leadership to better reflect diversity and the shift of resources from the Global North to the Global South mark critical steps in decolonising IPPF's operations. However, efforts must continue to ensure that these structural changes translate into lasting impact.

This report serves as both a reflection on progress and a call to action. It underscores the importance of sustained commitment, transparency, and accountability in the pursuit of a truly anti-racist IPPF.

Anti-racism online training

This Moodle report on the Anti-Racism Training Academy analyses completion rates for the Anti-Racism Training Programme, highlighting participation levels and overall completion trends. 769 individuals enrolled in the training, but few completed the whole course (28), which shows we need to look at the barriers which anecdotally are the style (information rather than training), length of modules, very dense amount of information and access through Academy. The second module is being designed at the moment and will take a different style – training rather than information, different delivery styles, more engaging format, and shorter.

SRHR anti-racism language guide

We are currently collaborating with Dr Adebayo Fayoyin, Professor of Development and Strategic Communication, and consultant in Advocacy, Social and Behaviour Change and Black Coconut, a consultancy in South Africa who specialise in communication and engagement. Having completed the research phase of the anti-racism language guide, the work to design the guide is now underway.

To ensure a truly decolonial approach we will begin with the development of regional language guides to reflect contextual differences, these will then form a foundation for the global guide. This will be done through regional consultations to:

- Engage local perspectives and experiences.
- Gather insights that ensure the global guide is reflective of diverse linguistic, cultural, and historical contexts.
- Build regional momentum and ownership of the language guide.

Strategy and anti-racism webinars ‘Strat Talk’ (April – December 2024)

The “*Come Together*” Strategy Dialogues series was designed to explore key aspects of the IPPF strategy, particularly those that are new or challenging to execute. These dialogues, led by Member Associations (MAs), are directly linked to the implementation of IPPF Strategy 2028. It was agreed that MAs would take the lead to help embed the strategy effectively.

The series aims to inspire action by sharing fresh insights, innovative ideas, and best practices from internal and external experts, activists, and leaders.

The discussions covered a range of critical topics, including digital health, comprehensive sexuality education (CSE), fertility care, and self-care service models. A key focus was placed on decolonisation and anti-racism, addressing the urgent need to challenge entrenched power dynamics in global health funding and reshape research methodologies to prioritise local knowledge systems.

With over 640 participants across seven sessions, the series successfully fostered collaboration, inspired new approaches, and highlighted pathways to advance IPPF’s strategic goals (see appendix for more detailed topic overviews).

Secretariat SharePoint site content updates and development

The IPPF Focal Point was developed following the organisational transformation to serve as a centralised intranet space for the Secretariat. This digital hub fosters cohesion in an easy to access way.

The Focal Point offers a unified platform that brings together a wealth of information for staff members, including:

1. **Centralised Resources:** Comprehensive access to Secretariat organograms, policies, guidelines, and reports ensures that all staff can retrieve relevant documents in one place.
2. **Dedicated Sections:** Tailored spaces for various areas, such as the Anti-Racism Programme of Action, Pride at IPPF, Wellbeing, and Gender Steering Group, promote inclusivity and align with IPPF’s core values.
3. **Staff Support:** Information on the Employee Assistance Programme, Performance and Development initiatives, pension plans, and health checks highlight a commitment to employee welfare.
4. **Collaboration Tools:** Sections like Internal Social Media (Teams) enable cross-departmental interaction and teamwork.
5. **Operational Tools:** Features such as reporting, finance management, and safeguarding protocols streamline organisational processes and ensure compliance.

6. **Strengthening Communication:** Regular updates through sections like “What’s Happening” and “Townhall” keep all employees informed about organisational priorities and initiatives.

People Policy language review

Work on the language guide has started with several policies reviewed through an anti-racism lens. It is an ongoing piece of work - as each policy is developed, consultation with the Anti-Racism working group is now embedded into the process.

MA forum website development and newsletter

The Member Association website redesign and the MA newsletter update has a dedicated Anti-Racism section featuring the Anti-Racism Learning Cohort—a programme designed to deepen collective understanding, foster open dialogue, and drive meaningful action against racism within IPPF.

The Anti-Racism Learning Cohort offers a supportive space for member associations, meaningful conversations, self-reflection, and learning experiences that focused on:

- Practicing equity and inclusion—how we can shift power dynamics in research and partnerships.
- How does racism show up in research and programming.
- Unpacking concepts like reproductive justice and intersectionality.
- Developing strategies for promoting anti-racism and fostering inclusive workplaces and programs.
- Decolonising language and how language matters in what we say.

Review and modify colonial models

While several existing and ongoing workstreams contribute to dismantling colonial models within IPPF, a thorough and structured review of the organisation is essential. This review must critically assess how colonial frameworks influence policies, programmes, governance, funding structures, and partnerships. It will identify areas where decolonisation is needed and develop tangible strategies to ensure IPPF operates in ways that are equitable, anti-racist, and responsive to the communities it serves.

Action required

- The Board to note the progress