

Anti-Racism TIC key findings, commitments and considerations

Milestones for moving Anti-Racism forward in MSF:

Short term

- Foster a sense that change is possible
- DEI interconnected with Anti-Racism
- Racism is acknowledged. Strategies and activities to address it are in place.
- Anti Racism awareness sessions

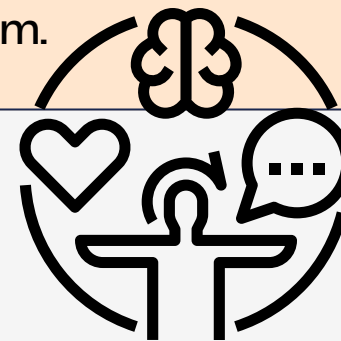
Middle term

- Anti-racism is prioritized through budget and time allocation.
- Anti-racism awareness sessions integrated into our web pages, onboarding material (WtMSF), and Career management policies or guides, and review them in light of anti-racism
- There is clarity on how inequalities and DEI relate to Anti-racism.

Long term

- Racism is recognized and no longer taboo: Knowledge and experience are shared.
- People – especially white people – are less defensive.
- Anti-racism permeates into all policies and guidelines of MSF
- Senior leadership is involved. People feel like change is possible and that this work is a priority

Accountability systems are in place. M&E frameworks developed and implemented



Priorities for Anti-Racism work

1

Identify the structural or systemic racist practices that MSF may have deep-rooted within recruitment policies, medical practices, etc.

2

Identify/ recognize day-to-day actions and attitudes considered ordinary that perpetuate racism (e.g. jokes, unconscious bias, etc) and encourage self-reflection.

3

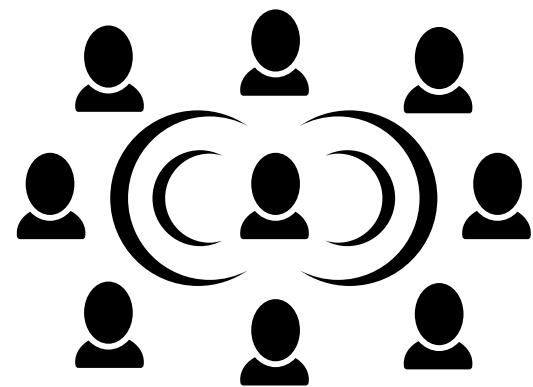
Learn from other/ similar initiatives in the movement and outside of MSF

Action points

Based on the identified racist practices, come up with a work plan with implementable activities to accelerate the debate and change needed around racism in the movement. Establish frameworks that support and move anti-racism forward.

Network with focal points from MSF's initiatives and review INGO's strategies on DEI + Anti-racism.

Priorities for Anti Racism Cohort



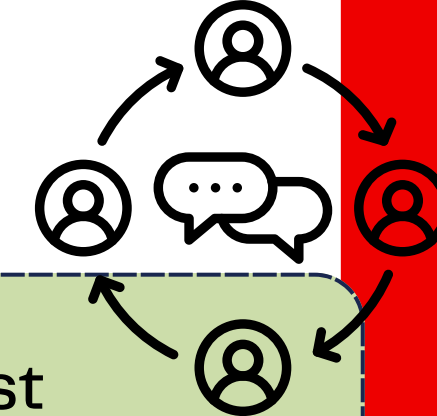
CONTENT TEAM ON PHASE II

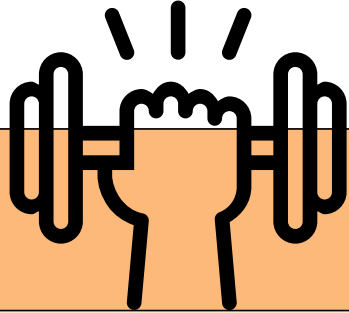
Encourage attendance and engagement

Push the agenda with OC presidents, IB Managers and key actors

Reinforce the value and benefits of the Cohort

Reinforce, promote and engage in the Anti Racism project work everywhere





Strengths

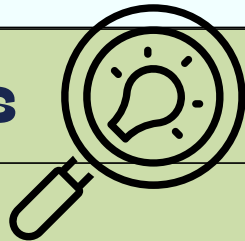
- Willingness across MSF to discuss racism, find solutions and to allocate budget towards Anti-racisms projects.
- Willingness of entities to collaborate in addressing racism and its related effects.
- Participants are understanding (and therefore recognizing) racism.
- Capacity in the movement to drive the movement towards a racist free organization
- Importance of the "I" work: Individual's fundamental responsibility



Weaknesses/Limitations

- The differing levels of comfort in speaking about these topics can make it a bit slow for those further along on the journey and could result in less engagement from those deep in this work.
- Lack of commitment to the debates and other Anti-racism meetings/forums
- Risk of not turning recognition into real individual changing
- Lack of diverse voices, discourses and perspectives on racism
- Low participation and engagements with senior management.
- The risk of people not willing to share power

Opportunities



- Share actions and experiences- things are/were happening (even before TIC)
- Learn from other initiatives both internal and external to MSF
- Talk about anger generated by racism - how to address it (honestly and responsibly and not only by Black folks)
- Talk about mental health consequences of racism at all levels
- Coordinate with DEI and build on each other's actions
- Have more clarity about the outcomes, sustainability and organizational change and make people more accountable to the process

Full list of key takeaways from Phase I

Addressing structural racism is a priority for MSF, highlighted in various initiatives like the La Mancha Agreement, rom La Mancha Agreement, the People, People, People document, the Rome/Dakar People Respect and Value workshop, the IB Call for Change, and discussions on the Black Lives Matter protests. Dismantling structural racism is crucial for advancing MSF's social and medical mission.

The project's initial phase targeted:

- Understanding structural racism Creating safe conversational platforms
- Introducing discussion frameworks on racism and anti-racism for employee learning paths within the organization.

Specifically, the project focused on creating conversational frameworks on racism and anti-racism, enhancing staff learning journeys across the organization to promote anti-racism. Key themes and insights emerged during the process such as:

1. There is greater understanding and openness when people get to the heart: One of the most impactful Cohort sessions was the storytelling session. Deep listening and empathy took place during these sessions and the resulting connection and emotional intelligence was outstanding.
2. Anti-racism work is not the responsibility of people of colour:

In the initial stages of the conversation space, one participant shared that: “The process is very personal and I believe Black people in MSF are not necessarily the face of racism or structural inequality. However, engaging in personal experiences tends to place an over emphasis on Black pain instead of challenging privilege and the structural racism that causes this pain. The work to transform must look at the commitment of those privileged to do the work, introspect and challenge their comfort. **The reason why this work is important has already been laid bare by the many letters and voices on experiences of racism and inequality. We cannot expect the same people to do the work and continue just to challenge.**”

The people with the power to transform, not only mindsets, but systems that maintain discrimination need to be present and fully committed to engage in sustained transformation.

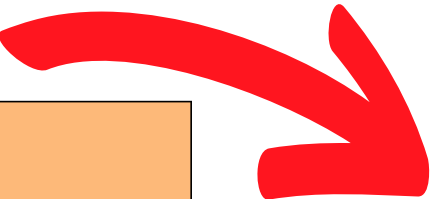
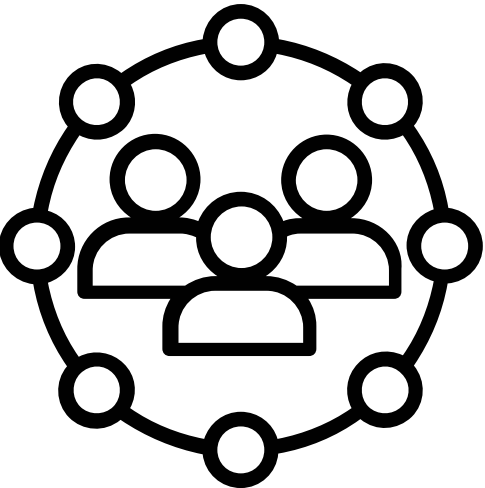
When discussing racism, focus on listening and understanding rather than intellectualizing personal stories. Recognize the complexity of discrimination and oppression, emphasizing the need for an intersectional approach to address multiple aspects of identity contributing to marginalization

The intersectional approach is imperative in race-related topics: There are multiple ways in which discrimination and oppression take place. As mentioned, people do not experience this in the same way: there is much more complexity and it needs to be acknowledged and named: the black-and-white way of thinking does not work in conversations about race.

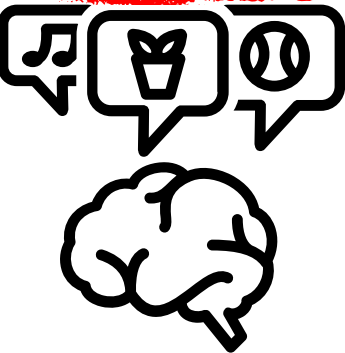
Question white/western/colonial legacies in work culture:

- Perfectionism and urgency
- Quantity over quality
- Discomfort with emotions
- Adherence to one right way
- Clear decision-making for those in power
- Polarized thinking
- Top-down accountability without horizontal or bottom-up mechanisms.

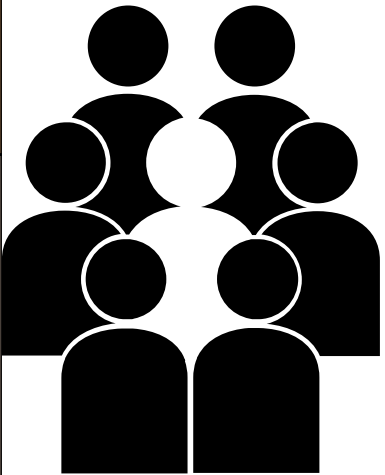
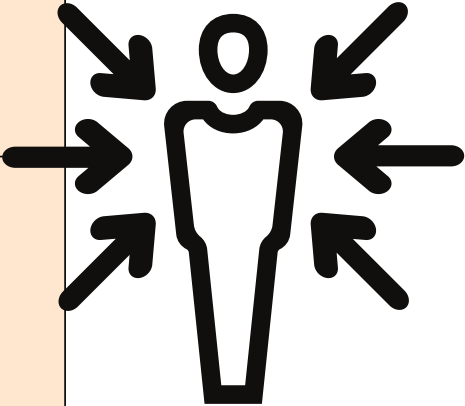
Reflection on insights for the Anti-racism TIC Project and the organization will allow us to shift towards a people-centric approach, leveraging challenges as learning opportunities for advancement.



Going into phase II and the future



Key takeaways	Opportunities & Challenges
<p><u>Learning & Development approaches.</u></p> <p>The Anti-Racism Cohort and Accompaniment sessions involves sequential long-term sessions fostering a committed group, while Accompaniment sessions are shorter and stand-alone. Cohort sessions were long but led to a dedicated group, while Accompaniment sessions initially attracted more staff but lacked commitment. Low participation raised concerns about scalability.</p>	<p>To improve enhance:</p> <ul style="list-style-type: none">• Combine approaches for efficiency and flexibility.• Ensure scalability from the start.• Implement active L&D methods like role-playing and experiential learning.• Include idea consultation and peer support.• Involve participants in the design process.

Key takeaways	Opportunities & Challenges	
<p><u>Lack of differentiation among participants.</u></p> <p>The initial phase focused on engaging the conscious unskilled demographic (staff and association members of MSF who self-identified as willing to be part of the anti-racist change, but lacking the conceptual knowledge, language or skills) within MSF interested in anti-racism but at varying knowledge levels.</p>	<p>To improve:</p> <ul style="list-style-type: none"> • Diversify anti-racism strategies for segmented groups with tailored L&D components. • Identify readiness for action and provide support to accelerate progress. • Offer L&D opportunities in languages other than English. • Address specific project needs and contexts of racism. • Incorporate participant input in program design. • Conduct enrollment interviews, clarify intentions, and consider intersectionality. <p>Challenges included diverse starting points, leading to dropouts, difficulties meeting attendance targets due to workload and time zone differences, and managing multiple languages during sessions.</p>	
<p><u>Misplacing responsibility.</u></p> <p>The majority in the Cohort self-identified as White, impacting the perception of racism discussions. Black, Indigenous, and People of Color staff have more lived experiences in anti-racism but should not bear the sole responsibility.</p>	<ul style="list-style-type: none"> • Evaluate current training methods, • consider alternatives, • add accountability for anti-racism commitment, • gather feedback from all voices, • urge staff to reflect on power and privilege for anti-racism, • hold MSF entities responsible for progress, • integrate project into MSF Transformation agenda for more comprehensive anti-racism actions. 	
<p><u>Low leadership buy-in</u></p> <p>The work to transform MSF requires staff in positions of power to commit, introspect, and challenge their privilege. Leadership involvement in Cohort sessions is crucial for motivation and commitment.</p>	<ul style="list-style-type: none"> • Manage expectations with participants and stakeholders for clarity and alignment. • Encourage leadership to prioritize anti-racism work, emphasize it's importance and connection to the organization's mandate. • Share stories from allies and top management involved in anti-racism efforts. • Consider making certain trainings mandatory for specific roles. • Request time at major meetings to discuss anti-racism initiatives. • Use the project to showcase leadership's actions and efforts. 	