**Anti-Racism: Building Awareness and Changing Practices**

**TIC Project Terms of Reference – Content team**

***Draft March 2021***

1. **Context – *summarized from concept notes***

Addressing structural racism has been identified as a priority for MSF, highlighted over the years in La Mancha, the People, People, People document, the People Respect and Value Rome/Dakar workshop, the IB Call for Change and more recently, with movement-wide discussions related to the Black Lives Matter protests (June/July 2020).

According to the various exchanges, discussions, social media posts etc. on various platforms across the movement, there appears to be a widespread lack of knowledge and understanding of racism. There also appears to be internal misalignment on what racism is, and how it manifests in MSF.  Several entities across MSF have recognized a gap in being able to hold conversations on racism, which certainly inhibits MSF’s ability to take action to address racism.

Furthermore, discussions at MSF are often anchored in a debate paradigm, an approach that is neither suitable to discussing racism or encouraging anti-racism practices.

1. **Project objectives, target audience and proposed implementation**

The Anti-Racism: Building Awareness and Changing Practices TIC project is articulated around 3 objectives to address the lack of understanding of racism and anti-racism practices in MSF:

1. Facilitate an anti-racism journey to increase anti-racism awareness and change practices
2. Co-create a methodology for conversational spaces to discuss racism and anti-racism practices
3. Build internal capacity for conversation hosting

The project targets the conscious unskilled (i.e. staff, association members in MSF that have identified a need to better understand racism and address it).

To maximize the odds of: a. reaching the target audience (i.e. conscious unskilled) and b. having newly acquired knowledge translate into practical changes, it is critical to ensure that the information curated by the content team is integrated into users’ work streams. This will increase the odds of embedding anti-racism efforts on a longer term.

For each MSF entity involved in testing and piloting content, efforts could be structured as follows:

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| **Steps** | **Description** | **Considerations to follow** |
| Identification of users | Focal points in a specific MSF setting (e.g. office, project, association) in charge of receiving, discussing and implementing curated content | -For practices to translate into changes, it might be interesting for users to be either involved in executing, overseeing or deciding day-to-day tasks  -Steering committee representatives could be involved in the identification of users in their respective MSF entity  -Users need to self-identify as willing to be actively part of the anti-racist change and involved in the implementation of anti-racist practices |
| Familiarization with TIC project | (Re)-introducing the project to identified users | -Clarifying the integration (i.e. how does the participation in the anti-racism TIC project fit with strategic priorities or ongoing projects in the entity?) is a priority to maximize the odds of efficiency  - The role of users in receiving, discussing and implementing curated content must be agreed upon and tailored to different contexts to ensure feasibility |
| Introduction of the conversational framework | Presenting and testing the methodology to discuss anti-racism practices with users. A ‘training of trainers’ for users to mobilize this methodology with other actors (e.g. team members) when implementing anti-racism practices, is also included in this phase | - To identify potential tensions and needs that might arise, topics selected to pilot the conversational framework could be topics that might be difficult to discuss in the users’ entity. Topics could be identified by users themselves with the guidance of the facilitator. |
| Introduction of curated content | Anti-racism content based on the ‘curriculum’ is shared with users on a regular basis via specific channels | - Communication channels and a communication strategy to be developed in each entity to ensure efficient transmission of information -Focal points to discuss the material shared with specific actors in their MSF entity |
| Elaboration and implementation of workplans | Workplans aim to implement anti-racism practices informed by curated content, as well as create ownership and accountability on anti-racism practices | -Workplans to be integrated with existing anti-racism efforts in the MSF entity (if any) |

*Please note that this structure is only a suggestion and is pending validation by the content team, Project Lead and steering committee.*

1. **Content team**

The Content Team is responsible for guiding the development of a curriculum (workplan) and developing content for the different objectives of the project.

The content team is composed of Subject Matter Experts (SME’s) and Referents (internal and / or external).

The composition of the content team aims to ensure that any content shared and used for the project is grounded in theoretical and empirical evidence related to anti-racism awareness and praxis.   
SME’s are also responsible for engaging with constituents within their entities on the testing and development of the project, as well as ensuring a liaison with the steering committee member from their MSF entity.  
  
All members of the content team are expected to:

* Contribute to the development of the overarching outline of anti-racism content to be shared with users through the project (i.e. ‘curriculum’) and an methodology for conversational spaces
* Contribute to the identification of entry points into the anti-racism journey and development of pertaining content
* Contribute to the identification of target audiences specific to the anti-racism content produced
* Contribute to the development of guidelines for anti-racism practice based on pertaining references
* Contribute to the design of the implementation approach (see above) and suggest changes as needed to maximize the odds of meeting the project’s objectives
* Provide references relevant for their socio-cultural and socio-political context and ensure content addresses identified needs in their MSF entity
* Recommend or suggest external SME’s as needed
* Proofread and verify content as it is produced
* Engage with constituents within their MSF entity to test and develop the project’s content
* Maintain communication with and provide updates to steering committee member from their MSF entity
* Work closely with the Project Lead
* Engage with the project’s steering committee as required

**How does the content team work?**  
Members of the content team meet monthly in a meeting chaired by the project lead. They use a dedicated Teams channel to store, share and review any relevant material related to the anti-racism TIC project. Ad-hoc meetings can be requested as needed by any team member.  
  
**What is the expertise of the content team members?**  
All members of the content team are required to have some expertise in anti-racism.  
Referents (internal or external) may be added to the team to support content development in compliance with the needs identified by the content team and project lead.

**How are members of the content team selected?**SME’s are appointed by each co-sponsoring entity.

**What is the time commitment?**  
Time commitment will vary between 15-20% of work week with specific periods requiring more time to dedicate to the project.

**What could the curriculum look like?**   
  
*Please note* ***what follows only aims at providing examples of a structure and specific topics / entry points in relation to the first objective. The structure and content of the curriculum must be decided by the entire content team and project lead and cover all 3 objectives.***

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| --- | --- | --- | --- | --- | --- | --- | --- |
| Entry point / Topic | Sub-topic | Region- specific content | Anti-racism awareness / practice | Sub-topic | Region-specific content | Target audiences | References |
| The invention of race and the premise of racism | Race and ‘science’;   Race, rationality and western philosophy;   Race and religion;  *etc* | *Production of content adapted to each geographical region represented in the project*: e.g. how religion normalized the concept of race and racism in West Africa  *etc* | How to talk about race to acknowledge and center on non-White lived experiences ;   How to not use whiteness as a standard;  *etc* | How to acknowledge and center on non-white lived experiences in the context of international assignments;   How to acknowledge and center on non-white lived experiences in the context of associative debates;  *etc* | Production of content adapted to each geographical region represented in the project: e.g. how to talk about race in a ‘multicultural’ society like Canada  *etc* | Project teams in countries of operation; First-departure international staff; Association ; all HQ staff;  *etc* | *Ref 1*  *Ref 2*  *Ref 3* *...* |
| Colonialism, racism and the humanitarian sector | Humanitarianism as a continuation of the colonial project;   Humanitarianism and the chronic crises of formerly colonized countries;    Humanitarianism, the vilification of traditional medicine and the westernization of health    *etc* | Production of content adapted to each geographical region represented in the project: e.g. how the structure of humanitarian organizations can imitate the colonial model in any formerly colonized country  *etc* | Decolonizing the humanitarian aid sector;  *etc* | Seeking and centering on the expertise of local communities in countries of operation;  Rethinking project structure and practices to center on local knowledge and expertise;  Representation in the coordination teams    Preparation, selection criteria and evaluation of international staff  Defining humanity from a non-western paradigm  *etc* | Production of content adapted to each geographical region represented in the project: e.g. what considerations to keep in mind when seeking local communities’ expertise in specific regions of South Asia  *etc* | Project teams in countries of operation; First-departure international staff; Association members;  *etc* | *Ref 1*  *Ref 2*  *Ref 3* *...* |
| Racism, intersectionality, health outcomes and MSF’s social mission | Race as a social determinant of health;   Medical mistrust and trauma   Intersectional medical violence   *etc* | Production of content adapted to each geographical region represented in the project: e.g. how racism manifest in health outcomes in given geographical settings   *etc* | Cultural safety;   Race-based data collection  *etc* | How to create an environment for patients and communities informed by an acknowledgement of medical trauma and mistrust  *etc* | Production of content adapted to each geographical region represented in the project: e.g. what does cultural safety entail in a project in specific parts of East Africa  *etc* | Project teams in countries of operation; First-departure international staff; Association members; Operations  *etc* | *Ref 1*  *Ref 2*  *Ref 3* *...* |

* As of mid-February 2022 the content team will also participate as a reference group for the Anti-racism conversations. This group will champion the project in each respective entity as well as help identify and select participants that will conform the first conversation cohort.