

# Anti-Racism Building Awareness and Changing Practices



TRANSFORMATIONAL  
INVESTMENT  
CAPACITY

## Project Summary

### Problem

Addressing structural racism has been identified as a priority for MSF, yet widespread lack of knowledge and understanding of racism limits MSF's ability to hold conversations on racism. MSF needs to take concrete steps in building greater understanding, tolerance, awareness to achieve equity and inclusion.

### Proposed Solution

The project facilitates a discovery-based anti-racism journey and aims to increase knowledge and understanding of racism at MSF. This will include training, train the trainers, providing/sharing resources and creating a conversation framework.



### Potential Impact

- Increases **awareness and understanding** of racism and how it is manifested in MSF – an identified barrier to equity and inclusion
- Focuses on **holding difficult conversations**

### Viability

- **Strong coalition of sponsors**, bringing perspectives from the global south & north
- Drives **actionable change** to address issues

### Risk Mitigation

- Targets staff who want to engage on conversations but don't feel equipped to do so; Amplifies voices of MSFers who experience racism

### Scalability

- **Coalition of sponsors** can enable learnings, testing and impact in/across their entities

**Area/Type:** HR Learning and Development; Incubator  
**Sponsor/Support:** MSF Canada, CAMINO, MSF East Africa, WaCA, OCBA, MSF Southern Africa, MSF SARA

**Length/Project Status:** 6 months; **ONGOING**