Anti-Racism: Building Awareness & Changing Practices Phase II

Project Summary

Problem

Structural racism is identified as a critical issue impacting MSF across the organization. A key barrier has been the lack of evidence-based understanding of structural racism, conducive conversation mechanisms and safe spaces. Phase I found that colleagues across MSF are eager to work on anti-racism but lack the knowledge to conduct conversations in safe spaces. While Phase I developed learnings and tools, dissemination has been limited across the organization.

Proposed Solution

Embed a cross-sectional evidence-based anti-racism practice in MSF by **scaling knowledge and understanding, improving cross-sectional communication and collaboration, and increasing internal capacity**. Further disseminate, develop, validate and run the e-Learning anti-racism training and tools, developed in Phase I, and incorporate the tools into existing frameworks and platforms to achieve wider impact and scale.

Potential Impact

- Continues the journey to create an inclusive, anti-racist MSF engaged in a decolonizing process
- Empowers staff to hold difficult conversations on anti-racism and work on tangible actions to overcome barriers

Viability

- Leverages key learnings and content from Phase I
- Brings a strong coalition of sponsors who can facilitate access to MSFers

Risk Mitigation

- Focuses on identifying the specific needs of each entity and different staff segments (challenge identified in Phase I), while targeting wider audiences

Scalability

- Collaborates with and leverages current initiatives such as the DEI network (repository, community of DEI reps, field pilots, voiced barriers, etc.), ExCom Actions on Institutional Racism and Discrimination, and International Board efforts (People Standing Committee, Assoc webinars)

Area/Type: Other
Sponsor/Support: CAMINO (prime), MSF Canada, MSF East Africa, WaCA, OCBA, MSF South Africa, MSF South Asia, MSF Brazil
Length/Project Status: 18 months; ONGOING