# Update on the Anti-racism action plan

17 December 2020

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# Definition of racism in WFP workplace

The term "racial discrimination" shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.

*(Article 1 of the International Convention on the Elimination of all forms of racial discrimination)*

**Individual racism:** refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism.

**Interpersonal racism:** occurs between individuals and is where we bring our private beliefs into our interaction with others.

**Institutional racism:** refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups.
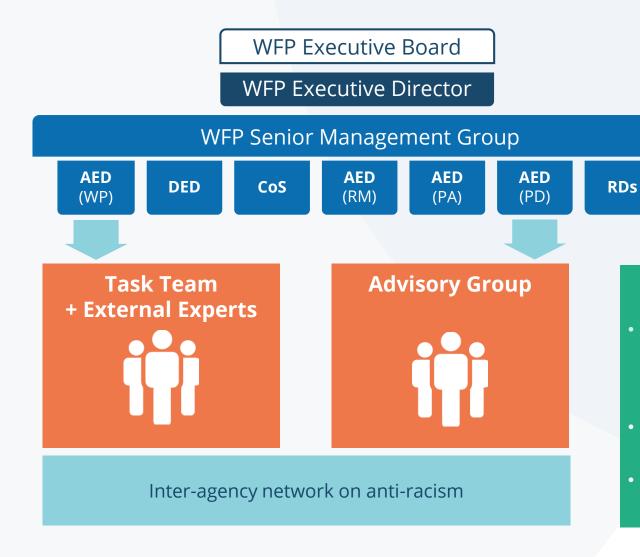
*Source: Adapted from Interaction Institute for Social Change*

OUR VALUES | INTEGRITY | COLLABORATION | COMMITMENT | HUMANITY | INCLUSION

# WFP's commitment – "zero tolerance for racism"

World Food Programme

- Every person has the right to come to work free from fear of discrimination or abuse of any kind. We also believe every employee is entitled to enjoy equal opportunities, regardless of their race, ethnic origin or cultural background.

- WFP's commitment to diversity and inclusion is an essential part of living our values. It is fundamental to who we are, and how we carry out our life-saving mission on behalf of the people we serve.

**OUR VALUES**  **INTEGRITY**  **COLLABORATION**  **COMMITMENT**  **HUMANITY**  **INCLUSION**

# Organizational arrangements

WFP Executive Board

WFP Executive Director

**WFP Senior Management Group**

| AED (WP) | DED | CoS | AED (RM) | AED (PA) | AED (PD) | RDs |

**Task Team + External Experts**

**Advisory Group**

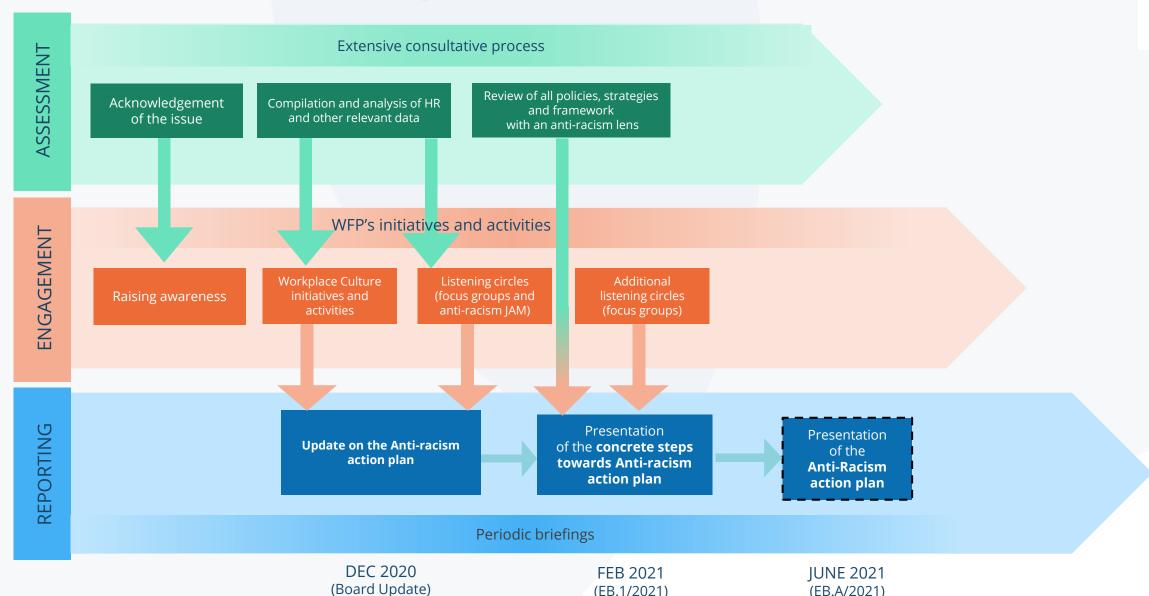Inter-agency network on anti-racism

**Key Partners**

- All employees in country offices, regional bureaux, HQ and WFP Offices
- RWA – Respectful Workplace Advisors
- Other networks, such as Youth Network

**Staff Representative Bodies**

PSA (Professional Staff Association)

UGSS (Union of General Service Staff)

# Anti-racism action plan timeline – Our journey

**ASSESSMENT**

Extensive consultative process

- Acknowledgement of the issue
- Compilation and analysis of HR and other relevant data
- Review of all policies, strategies and framework with an anti-racism lens

**ENGAGEMENT**

WFP's initiatives and activities

- Raising awareness
- Workplace Culture initiatives and activities
- Listening circles (focus groups and anti-racism JAM)
- Additional listening circles (focus groups)

**REPORTING**

- **Update on the Anti-racism action plan**
- Presentation of the **concrete steps towards Anti-racism action plan**
- Presentation of the **Anti-Racism action plan**

Periodic briefings

DEC 2020
(Board Update)

FEB 2021
(EB.1/2021)

JUNE 2021
(EB.A/2021)

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# Our journey

## Acknowledgement of the issue

| | |
|---|---|
| Executive Director's acknowledgement of the need to address racism and racial discrimination in WFP via All-staff message | **Jul 2020** |
| Establishment of WFP Advisory and Task-Team to lead anti-racism discussions and activities; and onboarding of an external expert on anti-racism | **Sep 2020** |
| WFP's participation in IASC Principals' Statement on Racism | **Sep 2020** |
| Joint Rome-based agencies' Statement on Racism | **Sep 2020** |
| Consultation with Staff Representative Bodies | **Ongoing** |

## Raising awareness

| | |
|---|---|
| Organization of an external expert facilitated anti-racism session for Leadership Group | **Oct 2020** |
| Executive Director's meeting with African Leaders | **Nov 2020** |
| Executive Director's Anti-racism Town Hall with all staff | **Nov 2020** |
| WFP's participation in UN Inter-agency discussions on anti-racism | **Sep 2020 -present** |

# Our journey

**Compilation and analysis of HR and other relevant data**

| | |
|---|---|
| ▪ Identification of data sets to assess organizational context and situation | **Jul 2020** |
| ✓ *Collate all HR data on organizational context and situation* | **Dec 2020** |
| ✓ *Collate data from OIG, ETO, OBD and HR Staff Relations data on racism-related cases* | **Jan 2021** |
| ▪ Collecting information on initiatives and activities of other UN system organization (e.g. UN Secretariat survey, etc.) | **Dec 2020** |
| ▪ Collecting feedback from the listening circles | **Oct 2020** |

| | |
|---|---|
| ▪ Summarizing findings and recommendations from the listening circles | **Jan 2021** |
| ▪ Consolidating the analysis of HR data and identifying data gaps | **Jan 2021** |
| ▪ Consolidating the analysis of data from OIG, ETO, OBD and HR Staff Relations | **Jan 2021** |
| ▪ Consolidating outcomes of focus group discussions on racism combined with demographics/inputs coming from GSS 2021 | **Q2 2021** |

# Our journey

| | |
|---|---|
| Review of all policies, strategies and frameworks with an anti-racism lens | **Example**<br>Strong emphasis on anti-racism in:<br>• People Policy (to be completed by Feb 2021)<br>• HR Strategy (to be completed in 2021)<br>• WFP HR Manual<br>• GSS 2021 |

• Comprehensive assessment to provide deep, data-informed insight into WFP's policies and procedures with an anti-racism lens **Q2 2021**

| **Quantitative Analysis** | **Qualitative Analysis** | **Data Synthesis** | **Monitoring** |
|---|---|---|---|
| Quantitative analysis assesses trends over time. Examples include changes to workforce composition. | Collect and analyze qualitative data to gain a deeper, more holistic understanding of how racism impacts policies. | Identify enablers, barriers, trends, and tie each unique finding to a recommended intervention. | Monitor recommended interventions on a continuous basis. |

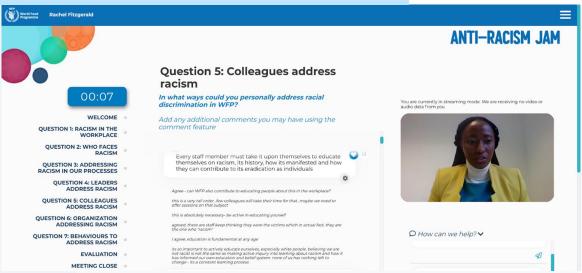# Our journey

| | |
|---|---|
| **Listening circles (focus groups and anti-racism JAM)** | |
| Conduct of eight focus group discussions on racism with colleagues of African descent | **Oct 2020** |
| Conduct digital anti-racism JAM Sessions – call for registration to all employees | **Dec 2020** |
| Conduct additional focus group discussions on racism | **Feb 2021** |

**Example**
Anti-racism JAM sessions
(8-9 Dec 2020) – snapshot from one of the six sessions



"Very inclusive approach"
"Interactive and easy to follow
"Anonymous approach deeply helped opening towards the session and be myself, without second thoughts!"

700+ registrations
533 colleagues took part
79% gave the experience 4* and above

# Our journey

| | |
|---|---|
| Compilation and analysis of HR and other relevant data | **Example**<br>Anti-racism JAM sessions – Participants identified the most important values and behaviors to address racism |

- Analysis of virtual anti-racism JAM Sessions outputs  **Dec 2020**

**Top five most important behaviors to address racism:**

**INCLUSION**
- Respect individual differences
- Ensure that people are given equal chance to contribute

**COMMITMENT**
- Take responsibility for our own words and actions

**HUMANITY**
- Act to improve the lives of others
- Put ourselves in someone else's place

**Most important value overall for more than 500 participants**  **INCLUSION**

# Our journey

**Presentation of the Anti-racism Action Plan**

## Designing WFP's Anti-racism action plan

- Integration of all previous steps of Our journey towards the development of an Anti-racism action plan

**Anti-racism action plan**
Key elements

**Overall design of the action plan**
- End state
- Focus areas
- Initiatives and activities
- Accountability framework/Indicators
- Major milestones and timeline
- Monitoring and reporting

# Thank you!