

## 5B2 MSF UK & Ireland: Equity, Diversity & Inclusion (EDI) Policy.

### 1. Introduction

- 1.1. As an emergency medical humanitarian organisation, we promote equitable medical and health outcomes. We make sure we are inclusive in our approach and are committed to being accessible and responsive to individual need, irrespective of background or circumstance.
- 1.2. We believe in supporting our most important resource, our staff, to operate fairly and inclusively. These principles apply to everyone at MSF UK & MSF IE so that, collectively and individually, we can live up to the MSF Charter and be an organisation where everyone is welcome. We respect and ensure that all those who work with and for us are free to be themselves and can thrive in an inclusive environment. We support our people to feel valued and respected, and work hard to reduce and remove structural barriers to communication, mobility, and professional development.
- 1.3. We will not accept unfair discrimination or less favourable treatment on the grounds of the protected characteristics as set out in the Equality Act 2010<sup>1</sup> and the Employment Acts 1998-2015<sup>2</sup> which outlaw discrimination in employment and employment-related areas. While legislation sets minimum legal obligations, we take steps to do more, by setting out good practice in our policies and practices and in the way we deliver medical care.
- 1.4. We know that an inclusive approach not only saves lives but adds value to who we are and what we do. These principles are central to our legitimacy as an emergency critical care organisation.
- 1.5. The commitments in this policy underpin all other MSF UK & IE policies, in particular:
  - 1.5.1. MSF OCA Code of Conduct<sup>3</sup>
  - 1.5.2. MSF UK Safeguarding and Raising Concerns Framework<sup>4</sup>
  - 1.5.3. The MSF IE Staff Handbook
- 1.6. This policy is a controlled document under MSF UK's Data and Information Management Policy<sup>5</sup> and is an MSF IE Policy.

### 2. Purpose

- 2.1. The purpose of this policy is to make sure we deliver against our EDI vision and mainstream EDI into everything we do, including employment, fundraising, campaigning, marketing, publishing, events, procurement and facilities management. This is to provide the best possible outcomes for people in both emergency and non-emergency situations and to make sure our staff are supported to reach their full potential.

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<sup>1</sup> [Equality Act 2010 \(legislation.gov.uk\)](https://legislation.gov.uk)

<sup>2</sup> [Employment Equality Act, 1998 \(irishstatutebook.ie\)](https://www.irishstatutebook.ie). There are nine grounds for discrimination including membership of the Traveller Community.

<sup>3</sup> Policy Asset 2A2

<sup>4</sup> Policy Asset 7A1

<sup>5</sup> Policy Asset 4B3

- 2.2. Our ambition is to create an organisation where we make fair decisions, based on skills, competence, and potential, where we consider individuals' needs and where diversity of thought and experience enhances the quality of our work.
- 2.3. To do this we need to address the causes and impacts of bias, stereotyping, prejudice, discrimination, harassment and victimisation as well as the indirect discrimination that can unintentionally arise from our policies, practices and procedures.

### **3. Roles and responsibilities**

- 3.1. This document is approved by the MSF UK and MSF IE Boards. It is owned in MSF UK by the MSF UK Deputy Executive Director and in MSF IE by the MSF IE Executive Director.
- 3.2. Policy owners are responsible for ensuring that the principles contained in this policy are incorporated into relevant policies for which they are responsible and implemented accordingly.

### **4. Scope**

- 4.1. MSF UK & MSF IE expect all organisational representatives to uphold the above principles, values, policies, and commitments when conducting themselves on behalf of MSF UK & MSF IE.
- 4.2. This policy will support us to address and mitigate against structural inequality that may arise from our policies, practices, and procedures.
- 4.3. We commit to improving our way of working so it is more inclusive and understand the support we give to people in crisis should always be fair, impartial, and equitable.
- 4.4. We also commit to reviewing the way we work, considering we often have to access places and people few others do. We want our national staff (nationals in the country of operation) and internationally mobile staff to have full access to the support they need. We want to better understand the economic and material inequality between our staff so that we can change the way we do things.
- 4.5. We recognise the need to achieve greater balance in our organisational structure by making space for growth and a redistribution of power, in particular for parts of the movement closest to those MSF serves, as we believe this will increase our effectiveness in benefiting our patients. We will champion the values of equality, non-discrimination and inclusivity in the wider movement.
- 4.6. To help us do this, we will collect, monitor, and evaluate evidence to assess the progress and impact we are making and respond to where change is needed.

### **5. Principles**

- 5.1. We will train our staff and volunteers, including board members, trustees, consultants and others working with MSF UK & IE to carry out this policy and to support the delivery of our EDI actions.
- 5.2. We will communicate this policy to our stakeholders so they are aware of our commitment to treat them fairly and their obligation to operate in line with this policy.
- 5.3. We will support people with disabilities by providing reasonable adjustments.

- 5.4. We will regularly monitor and review the success of this policy in promoting EDI and evaluate the relevance and effectiveness of our action plan.
- 5.5. We will investigate any [complaints](#) with regard to unfair treatment or harassment, ensuring corrective action is taken.

## 6. Accountability

- 6.1. MSF UK & IE is responsible for the oversight and monitoring of this policy. The MSF UK Board & MSF IE Board are responsible for ensuring that the EDI programme of work is progressed in their respective organisations.
- 6.2. Any alleged breach of the equality and diversity policy will be dealt with under MSF UK or IE's Disciplinary and Grievance policies. If you believe you have been subjected to an act of discrimination at work, please raise the issue as soon as you can under the relevant organisation's procedures.
- 6.3. We welcome discussion, learning and debate and the inclusion of diverse perspectives on all topics and will hold ourselves accountable when we get things wrong. We believe that the principles outlined in this policy will have benefits for cohesion within MSF and our ability to meet the needs of the people we assist, while fostering greater space for innovation and collaboration.

## 7. Safeguarding

- 7.1. We have a responsibility to make sure there is easy access to reporting mechanisms in the event of abuse or discrimination, and that these reports are taken seriously and followed up as appropriate.