

Development of Action for Global Health (AfGH) Anti-Discrimination/Anti-Oppression Policy

Terms of Reference – Adviser

Introduction

In our [2022-2025 strategy](#), AfGH committed to a number of health equity principles ([see pages 11-12](#)) relevant to anti-discrimination, including (but not limited to) inclusivity, mutual respect, appreciating intersectionality, and transparency and accountability. These principles outlined the following:

- *We acknowledge that health and health equity is intersectional and individuals may belong to more than one group and may therefore have overlapping health and social inequities. We strive to present individuals as the multi-dimensional persons that they are and we will articulate the particular needs and experiences of these people while not overgeneralising a particular community.*
- *We will embrace diversity in all its forms and promote an environment of inclusion to ensure all our members feel welcome, free from discrimination, are comfortable to engage, bring new topics to the table and can challenge us, as well as having equal access to resources and opportunities to shape our work.*
- *We will appreciate every member's unique contribution to the network and will foster a healthy anti-discriminatory environment and non-oppressive approach for our members. We recognise that we are different and do not all share the same beliefs, values and culture, however we choose to respect the beliefs, values and culture of others whilst not imposing our own on others.*
- *We recognise that our past, present and future actions have consequences, and we are committed to making meaningful amends that support transparency and responsiveness when we cause harm.*
- *We do not claim to be experts in health and equity and will strive to continually test and adapt our approach, and learn from and be guided by people living with or communities affected by health inequities.*

In our working group 'terms of reference', AfGH also outlines the following etiquette:

This working group encourages members to both communicate and develop workstreams/initiatives with a sense of power privilege – including but not limited to race, gender, class, and disability – and takes into account the dominance of the various forms of supremacy.

Furthermore, this group endeavours to communicate in ways that encourage debate and knowledge sharing, by creating a shared space that is mindful of each other's approaches to communication and builds solidarity.

This working group also acknowledges the value of experiential knowledge as well as scientific, and recognises that the production of knowledge is a political act vital to our advocacy, and involves the critical scrutiny of all aspects of the research process.

Development of AfGH anti-discrimination/anti-oppression policy

In light of (and in order to deliver on) these commitments, AfGH would like to develop a thorough, robust and action-oriented anti-discrimination policy. AfGH will take an intersectional approach to tackle the way that people's social identities can overlap, creating compounding experiences of discrimination and acknowledging that this is continually changing. This policy should:

1. Outline our commitment to tackling discrimination in all of its forms and promoting an environment of inclusion, as per our health equity principles, that addresses the continually changing power and privilege and the overlapping and changing forms of social identities.
2. Outline how this commitment is applied and what this looks like in AfGH spaces, including our working groups, member meetings and meetings with UK government (eg. Through safe space agreements, safeguarding policies, updates to working group 'terms of reference', code of conduct expectations).
3. Set out a clear process for tackling instances of discrimination within AfGH spaces, including time-bound actions and steps to be taken by all stakeholders involved. This should include safeguarding and providing options for external, expert support for those who have experienced discrimination. It should also provide clarity on any dispute resolution or appeals process.
4. Outline how members will commit to this policy within AfGH spaces (eg. Commitment in member charter, signing up to policy, space for learning and growth).
5. Outline how (and by who) this policy will be monitored and reviewed to ensure continual learning, which will account for the exploration of learning and new ideas.

The above elements should be viewed as the starting point, and we appreciate and expect that these outputs should be reviewed and refined with the appointed expert. Given the ever-changing manifestation of identities, power and privilege that reinforce and create discriminatory spaces, we are also seeking to create flexible mechanisms that plan and allow for ongoing learning, growth and review. The intention is to provide AfGH with a practical approach towards anti-discrimination in the long-term. (I.e. There may be short, medium and long-term actions to address challenges and to ensure that an effective approach to anti-discrimination is built into AfGH's governance and structures for the future.)

It should be noted that the above policy will govern AfGH's commitment to anti-discrimination as an independent network. However, as a hosted organisation, AfGH secretariat staff are legally employed by STOPAIDS and so will be bound by the STOPAIDS staff handbook and accompanying policies/processes (note: this consultancy does not seek to review these policies – this will be conducted separately by STOPAIDS). However, the ways in which the AfGH and STOPAIDS policies/processes interact and/or their respective responsibilities should be made clear within AfGH's policy.

Role of Adviser

We are seeking an adviser to develop and draft AfGH's anti-discrimination/anti-oppression policy and associated documents.

In this policy development, the adviser will work collaboratively with the following stakeholders:

- People with lived experience (from AfGH membership and beyond) – to feed into and advise on the development of the policy. Centering the voices of people with lived experience is a core principle guiding our work. We would seek guidance from the appointed adviser on the best approach to ensure this involvement is substantive and meaningful.
- AfGH Steering Committee – as the decision-making body of AfGH, the Steering Committee will have input into the policy development, provide oversight and are ultimately accountable for the development of the policy. However, in keeping with AfGH’s intersectional approach, we note that the Steering Committee’s proactive self-awareness of members’ own social identities, power and privilege will be a key factor in the successful development of the policy. Therefore, the Steering Committee will trust the expertise and leadership of the external adviser and people with lived experience as crucial to the development of a meaningful policy.
- AfGH Network Manager and Advocacy Officer – to act as point people within the AfGH team for the appointed adviser.
- AfGH Membership – to be consulted in the development of the policy.

In consultation with the appointed adviser, we will seek to agree a timeline and process for the development of the policy - this outline should be agreed **by 23rd August 2022**.

Application Process

We welcome applications from advisers or consultants with expertise in developing anti-discrimination and/or anti-oppression policies and processes.

We note and seek to challenge the biased, masculinised, heteronormative, classist, ablest and white supremacist notions of expertise typically considered as an ‘authorised’ form of expertise, and as such we welcome and will value lived experience knowledge and expertise in applications.

To apply, please submit a short expression of interest outlining your suitability for this role, your proposed approach to this work (no more than 300 words) and any relevant expertise and experience to: katie@actionforglobalhealth.org.uk by 31st July 2022. The applicant may also choose (at their own discretion) to include one relevant, example piece of work with their application, if appropriate.

If deemed necessary, short interviews will then be held the w/c 1st August 2022.

Please note, all expressions of interest will be reviewed and stored within our Privacy Policy which can be found here: <https://stopaids.org.uk/stopaids-privacy-policy/>