

MSF-USA Diversity, Equity and Inclusion Commitment Statement

We at MSF-USA –Board of Directors, Board of Advisors, Management Team, Staff, Association Members, and Volunteers – commit to practicing equity, inclusion, and respect of diversity as core principles inextricably linked to our success so that we may carry out our social mission and serve our patients.

To accomplish this, we will:

- Implement sustainable equity, diversity and inclusion strategies that are:
 - Overseen by the Board of Directors
 - Administered by the Management Team
 - Facilitated by the Inclusion Council
- Those strategies will include:
 - Conducting on-going assessments of our policies and protocols to ensure that institutional and structural bias are addressed promptly and effectively
 - Consistently enforcing and upholding these policies and protocols regardless of individual status in the organization
 - Providing ongoing education on Bias, Diversity, Equity and Inclusion (specifically Bias, Discrimination, Sexual Harassment prevention, Privilege, Abuse, Respect in the Workplace, Effective Communication, and Supervisory Skills)
 - Conducting on-going assessments of employees' perceptions of Diversity, Equity and Inclusion at MSF-USA (Including: surveys, interviews and focus groups)
 - Developing resources and methods for inclusive recruitment, engagement and development of staff (Including: Interviewing Skills, Mentoring, and Team Building)

We believe that actively honoring this commitment and holding ourselves accountable to implementing the strategies outlined above will help us to uphold the MSF charter and the *La Mancha Principles* in letter and in spirit.



Avril Benoît
Executive Director
MSF-USA

December 2019



Africa Stewart
President
MSF-USA Board of Directors