



Swedish Organization  
for Global Health

# Non-discrimination Policy

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## Introduction

This policy is a product of the many conversations that the Swedish Organisation for Global Health board has held so far on decolonization of its members and society, which became an internal working group with the name of Decolonizing Minds (DCM). The purpose of this group is to combat individual biases, systemic and structural forms of discrimination that are existent in the practice of global and planetary health, that result in health inequities. According to the International Labor Organisation Convention III, discrimination is defined as ‘any distinction, exclusion or preference based on a number of specified grounds which has the effect of nullifying or impairing equality of opportunity or treatment in employment or vocation’. Discrimination impedes people from contributing their fullest potential in the workplace, and hinders the ‘creation of a harmonious, motivated and productive environment’.

Built on the foundation of human rights, equality and fundamental freedoms, as enshrined in the Universal Declaration of Human Rights and SOGH’s Internal Regulations, SOGH pursues ensuring that none of its members, partners, followers and clients will be discriminated on on the basis of personal characteristics such as ethnicity<sup>1</sup>, colour, gender, religion, political opinion, social origin, disability, age, sexual orientation, and/or health status, in all its operations. The organization further commits to fighting internal biases that feed into structural and systemic discrimination.

## Purpose & Scope

The purpose of this policy is to indicate areas where discrimination might occur, to clarify expected

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<sup>1</sup> In this policy we intentionally decided to not use the word ‘race’ as ‘race’ is a construct born from racism rather than a scientific fact). However, we recognize that it is a concept that has been used for many years and is mentioned in the Universal Declaration of Human Rights referenced in this policy.

behaviour for all people working within the structures of the organization, and to be used as a reference point for past discriminating incidents. In addition to complying with international regulations and country laws on non-discrimination, this policy seeks to go beyond the explicit to address and prevent implicit biases and discrimination in the way SOGH and its members are structured and function.

This policy particularly focuses on discrimination based on ethnicity, colour and social origin, inasmuch as the areas covered are applicable to most forms of discrimination.

## **Action for SOGH to take**

Discrimination takes many forms and formats, in various situations such as explicit harassment and victimization, exclusion or preference (for roles, positions, ideas, contributions), access to training and support, access to resources, etc. SOGH will monitor and ensure non-discrimination in the following areas of its operations:

1. **Organizational structure** – As an organization working on global health issues, SOGH pursues diversity in its members so as to have a wide range of experiences, perspectives and cultural understandings of the health inequities and challenges the organisation tackles. Since the organization is mainly based in Sweden but has operations and partnerships in low-income settings, the organization strives to have adequate representation of low- and middle-income country (LMIC) perspectives in its leadership, and/or ensures adequate consultation with professionals from LMICs in its decision-making processes. The organization will critically analyze its structure and operations annually to ensure continued equity.

*Performance indicator(s): Percentage representation of each of the socio-demographic index groups in the Board.*

2. **Recruitment process** – In order to achieve and maintain diversity and representation in its structures and operations, the organization acknowledges the need to ensure maximum reach of the adverts for positions that arise within the organisation. For some positions that require a specific emic background, the advert will encourage applications from particular groups. The organization ensures that recruitment into its board is done using competence-based systems and not personal specifications. If deemed necessary, the managers responsible for recruitment will be trained in non-discriminatory recruitment.

*Performance Indicator(s): Discrimination associated complaints in recruitment processes.*

- Partnerships** – SOGH takes into cognizance the inequities that can exist in partnerships due to power imbalances between high and low-income countries and seeks to bring balance and equity when getting into partnerships. The organization further seeks to build empowering and mutually beneficial partnerships with entities from especially low-income countries. These values should be embedded in our MOUs.

When organizing events and inviting speakers, SOGH will strive to maintain balance in the composition of the speakers between the ‘global north’ and the ‘global south’. SOGH will pursue understanding cultural boundaries for the societies in which we operate. Managers for our projects will be trained to understand cultural differences.

*Performance Indicator(s): (1) Annual review of guest speakers or panelists for SOGH events, (2) Notes/Records of training on norms and customs of communities the organization operates in.*

- Grants and Financing** – SOGH acknowledges that access to funding opportunities can be inequitably structured. The organization notes the distrust that sometimes exists in the funding ecosystem, between funding agencies and LMIC entities. SOGH aims to anchor its partnerships with entities in low- and middle-income countries on trust and empowerment by progressively sharing responsibility and means for accessing grants and financing for projects that the organization is involved in.

The organisation will be as transparent as possible regarding where it receives funding from. We will evaluate the organisations that offer funding opportunities by using some online tools such as [ecogood.org](http://ecogood.org).

*Performance Indicator(s): Biannual review of each partnership to review responsibilities.*

- Monitoring and Evaluating**

The performance indicators mentioned in points 1-4 will be measured and reported on an annual or biannual basis by the DCM Coordinator to the SOGH Board and the Advisory Board. The goals for each of the performance indicators will be set and reviewed by the Board as and when necessary.

## References and Resources

1. [ILO Convention III](#)
2. [Universal Declaration of Human Rights](#)
3. [SOGH Internal Regulations](#)
4. [Sweden Labour Law on Non-discrimination](#)
5. [Non-discrimination guide of the European Bank for Reconstruction and Development](#)