

**IPPF Charter and Rebrand Introduction and Exploration Webinar  
Report**

Zoom, 10 May 2023

**Contents**

**TABLE OF FIGURES ..... 2**

**ACRONYMS ..... 3**

**INTRODUCTION ..... 4**

**Session 1 – Welcome Remarks ..... 5**

**Session 2 – Introduction to the consultation workshop ..... 7**

**Session 3 – Art Exercise: What does a team of SRHR Super-Heroes look/feel/act like? .... 7**

**Session 4 – Values in Action .....10**

        Diversity, Inclusion & Intersectionality..... 10

        Partnership.....11

        Flexibility & Adaptability .....12

        Equity.....13

        Boldness, Bravery & Courage.....13

        Passion & Empathy ..... 14

        Transparency & Accountability ..... 15

**Session 5 – Wrap up! Take five deep breaths to reset.....15**

**ANNEXES ..... 17**

**1. Agenda ..... 17**

**2. Participant list ..... 20**

**3. Values to Action Jamboards ..... 23**

**TABLE OF FIGURES**

Table 1: List of Superheroes .....	8
Table 2: Value 1 - Diversity, Inclusion & Intersectionality .....	10
Table 3: Value 2 - Partnership .....	11
Table 4: Value 3 - Flexibility & Adaptability .....	12
Table 5: Value 4 - Equity .....	13
Table 6: Value 5 - Boldness, Bravery & Courage .....	13
Table 7: Value 6 - Passion & Empathy .....	14
Table 8: Value 7 - Transparency & Accountability .....	15

## ACRONYMS

<b>EC</b>	Emergency Contraceptives
<b>ED</b>	Executive Director
<b>GG</b>	Charter of Values Guiding Group
<b>IPPF</b>	Internal Planned Parenthood Federation
<b>LGBTQIA+</b>	Lesbian, gay, bisexual, transgender, queer or questioning, Intersex, asexual and more
<b>MA</b>	Member Association
<b>SRHR</b>	Sexual and Reproductive Health and Rights
<b>TV</b>	Television

## **INTRODUCTION**

The IPPF Charter and Rebrand Introduction and Exploration Webinars were held on Wednesday the 10<sup>th</sup> of May 2023 via Zoom. The webinars were open to the whole Federation, inclusive of MA EDs, MA volunteers, youth and secretariat staff, and were delivered with translation in French, English, Spanish and Arabic. The two webinars were hosted on the same day, with the same format but with different participants and at different times to allow for wider-spread participation.

The two virtual consultations convened a combined total of 125 people (excluding Identity Initiative staff and interpreters). Participants connected from Mali, Kenya, Burkina Faso, Uganda, Tunisia, Egypt, Nigeria, Cambodia, China, Malaysia, Democratic Republic of Congo, Thailand, India, Norway, New Zealand, Fiji, Sri Lanka, Madagascar, Philippines, Netherlands, Palestine, Denmark, Australia, Bulgaria, Italy, Pakistan, United Kingdom, Zambia, Lebanon, Malawi, Switzerland, Côte d'Ivoire, Mauritius, Guinea Bissau, Central African Republic, Namibia, Belgium, Togo, Germany, United States, Trinidad and Tobago, Paraguay, Peru, Kazakhstan, Argentina, Ireland, Grenada, Jamaica, Brazil and Sweden.

The aim of the webinars was to introduce the Charter and Rebrand process and its goals, facilitate an initial exploration of concepts and values, and gather reflections on how the Charter of Values will be applied. This initial consultation sought to understand the ambitions of IPPF stakeholders for the future of SRHR, the strengths and challenges of being a global Federation and to examine what values need to be felt and seen in IPPF.

Both webinars were conducted in under two hours, and employed a combination of informative and interactive engagement tools to facilitate productive discussions over a short timeframe. The webinars were facilitated entirely by the Identity Initiative team, with initial remarks delivered by youth representatives within the Charter of Values Guiding Group (GG).

This meeting note is a compilation of outcomes from both webinars, with consultation outcomes for each session merged together. For the agenda, participant lists and JamBoards, please refer to Annex 1, 2 and 3.

## **Session 1 – Welcome Remarks**

Sihara Liyanapathirana (GG member) gave opening remarks for the first webinar. In her remarks, she explained the function of the GG, and provided an overview of the purpose of the virtual consultation from the perspective of the GG. Sihara highlighted that there was a lack of unified values to guide the work of IPPF going forward, and that in the absence of such values, there was a disconnect between the organisation and its members. She described the consultation as being part of the first step in understanding what IPPF's values should be, and that it served as a follow-up to the first GG meeting in March.

Sihara encouraged participants to think broadly and keep an open mind, as well as to ask questions and interact. She set the foundation for the conversations that would follow by asking five thought-provoking questions:

1. How do we understand our common identity while leaving room for diversity – given how diverse our organisation is?
2. How do we create values that are both personal to our members, but applicable to the organisation in a broader sense?
3. How do we create values that are not just fancy words and placeholders, but simple action-statements that motivate and showcase our mission clearly?
4. What is your ideal IPPF – it could be a new version that doesn't exist in the present – and what values do you see that version having?
5. What's the bravest value I want to include in the IPPF's Charter of Values, that really speaks to our position as an organisation who fights for the rights of others?

Ndiilokelwa Nthengwe (GG member), gave opening remarks for the second webinar. They reflected on the success of the Bangkok March consultation and reiterated the need to adopt a universal approach to the development of the Charter, reflecting the priorities of MAs.

Ndiilokelwa urged participants to question where and how the Federation would need to locate its brand and envision its values in a world characterised by 'strong anti-SRHR, anti-choice, homo-bi-transphobic, sexist, misogynistic and patriarchal forces'. They invited the participants to reflect on where to uphold 'red-lines' whilst maintaining inclusion, how the brand of IPPF was perceived in the world, as well as ways to position the brand of IPPF to reflect collectively identified values.

They then highlighted what some of these values could be, based on the outcomes of the Bangkok March consultation. The identified values included courage and strength in defending freedoms and protecting rights; radical transparency in upholding integrity; respect for agency and diversity of MAs; equality in empowerment and justice; empathy, care, compassion and tolerance for all; passion, commitment and determined action to advance human rights; as well as solidarity in collaboration and community; curiosity, creativity, ingenuity and innovation in developing solutions.

## **Session 2 – Introduction to the consultation workshop**

Yemurai Nyoni (Charter Co-Lead), facilitated a follow-up presentation to introduce the consultation workshop to participants. The full slide-deck is provided in Annex 3. As part of the presentation, participants were invited to share values that immediately came to mind. Some of the values identified in this initial conversation were integrity, solidarity, community, humility, collaboration, equity, equality, respect, diversity, engagement, peace, authenticity, ownership, transparency, social justice, inclusivity, active listening, effectiveness, empowerment, fairness, autonomy, empathy, adaptability, remarkable, agency, accountability, intersectionality, adaptability, agility, freedom, humanitarian, innovation, and justice<sup>1</sup>.

## **Session 3 – Art Exercise: What does a team of SRHR Super-Heroes look/feel/act like?**

Isabella Lewis (Charter and Rebrand Project Manager) facilitated a session focused on understanding the perceptions of participants regarding IPPF and its role, as well as their expectations of the Federation as an entity. Participants were invited to either create an illustration of IPPF as a superhero, or identify objects in proximity that they could use to describe what a team of SRHR superheroes should look, feel or act like. The full list of superhero examples provided from both sessions is listed in the table below:

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<sup>1</sup> Engagement, remarkable, intersectionality and humanitarian were mentioned by participants, however, they are neither beliefs nor attitudes that motivate action

Table 1: List of Superheroes

<b>Superhero 1</b>	The illustration was that of a character standing on a balanced beam, with very strong feet, and a small heart, because sex and sexuality should bring joy and pleasure and it matters who you are as a person. It had one arm for justice, and only one arm because IPPF is expected to be inclusive of all. It was positive and optimistic with eyes that could see the future and help IPPF in its journey.
<b>Superhero 2</b>	The illustration was of a bird in a world that is happy and inclusive, with wings spread out. It represented reaching one's highest potential, as well as the ideals of bravery and courage. The bird reflected gentleness and strength, with colours that reflected diversity. The green colour on the bird represented continuous growth.
<b>Superhero 3</b>	The illustration reflected the values of unity, universal human rights, diversity, personality and community. It communicated the importance of continuing work for SRHR.
<b>Superhero 4</b>	The illustration was a picture of a peacock with different colours and letters, which reflected that it could see different perspectives and adapt where needed. The peacock was open to change whilst its head remained still and firm, with clear direction. It reflected the different layers needed for a superhero, for example, the need to have a protective shield to defend people when they came under attack or when SRHR was under attack. The second illustration was a poster of famous women who had made an impact. This included famous singers, artists and TV personalities. This poster was used to illustrate how everyone could influence SRHR in a different way. Making change in and through IPPF was not just for "IPPF MA Advocates" but it was for everyone that could help influence decisions and processes in SRHR.
<b>Superhero 5</b>	The illustration was described as reflecting the unity and equality of IPPF members. The differences between MAs was proposed as the strongest thing owned by the Federation.
<b>Superhero 6</b>	The illustration was of an open box to represent openness, out-of-the-box thinking, and flexibility to adapt to the needs of communities.
<b>Superhero 7</b>	The illustration was the image of an old man looking into a mirror and seeing a younger man in its reflection. This was meant to show that everyone was a superhero in their own way. Further thoughts shared by the participant were that when IPPF members demonstrated courage and experience, it showed innovation. They explained that being youthful in the implementation of activities, came from a personal space, as did passion. They then proposed passion as a foundational value, especially as it could not be taught in the same way as one would teach someone to create a log frame or proposal.
<b>Superhero 8</b>	The illustration was of a rainbow and of people holding hands together. It was meant to represent strength in unity.



<b>Superhero 9</b>	The illustration was of a den of superheroes. The Superhero Den was described as being a queer space, where all genders and sexualities were celebrated and given space for expression. The participant went to describe a vision for “Black futures”, which they said was a drive for decolonisation and anti-racism, safeguarding the future of all people of colour. The third illustration shared was of a poster written, “She was warned, she was given an explanation, nevertheless she persisted”. In explaining the relevance of the graphic, the participant explained that superheroes need to be persistent, steadfast and stubborn in the face of opposition.
<b>Superhero 10</b>	The illustration was of a creature with many tentacles and with eyes that saw in all directions. The multi-directional eyes were said to represent the need for IPPF to pay attention to all regions equally. The overlapping tentacles were said to reflect the need for intersectionality, in dealing with diverse and complex issues. The final characteristic of the creature was concentric circles winding down to the center of its head. This feature was said to reflect the need for core values, like empathy and care.
<b>Superhero 11</b>	The illustration was of abstract art, reflecting super-powers that come in different forms and shapes. It was described as showing how MAs come together like connecting dots, and are stronger together, creating ripple effects with their interconnectedness.
<b>Superhero 12</b>	The illustration was named ‘Piggy’. Its body was green in colour, similar to the colour of the participant’s office and representing the abortion rights movement. They also used the colour purple on the illustration as a representation of the feminist movement. The superhero was said to be ready to fight and go to battle. The participant explained that the illustration was about body acceptance, breaking down barriers, care for the economy and investing in oneself.
<b>Superhero 13</b>	The illustration was of a superhero that transformed from being a girl, to being a boy. The transformations were said to be politically informed, depending on the needs of the context the superhero was in. The superhero maintained their strength and ‘diamond hardness’ despite their many transformations. They transferred powers to others, and by so doing, created a community of superheroes who were regular people like themselves. The illustration included eyes to show vision and a heart to represent the passion that drove the actions of the superhero. The participant further explained that they had crafted their illustration to represent their desire for a world of normal superheroes.
<b>Superhero 14</b>	The illustration was of an angel, who was pro-choice, with balance and a shield, as well as a kit with EC, condoms and pads. The superhero was said to have the capacity to deliver gender justice, with a heart and head that promoted love.

<b>Superhero 15</b>	The illustration was of a phoenix, as a representation of the light and life of the universe. The superhero was described as being a symbol of resilience, timelessness, rebirth, hope and transformation.
<b>Superhero 16</b>	The illustration given was of a diverse and colorful, circle of beauty and solidarity. It was said to represent the value of working together.
<b>Superhero 17</b>	The illustration was a drawing of young people. The participant explained that it was what came to mind when they thought of drawing an IPPF superhero.

## Session 4 – Values in Action

Heather Barclay (Charter Co-Lead) facilitated a session on values in action, with the aim of unpacking what values mean in different contexts and in practice. As part of the exercise, participants rated the values highlighted from the introductory session, and identified the most significant ones. The top five/six values where there was agreement from the superhero exercise and the introductory session were plotted on a Jamboard for participants to further discuss. Participants were invited to add their notes to each value represented in the Jamboards, with similar values grouped together.

The values identified were diversity, inclusion and intersectionality; partnership; flexibility and adaptability; equity; boldness, bravery and courage; passion and empathy; and transparency and accountability. The notes from the Jamboards are captured in the tables below:

*Table 2: Value 1 - Diversity, Inclusion & Intersectionality*

<b>Diversity, Inclusion &amp; Intersectionality</b>
<ul style="list-style-type: none"> <li>• Demonstrate inclusion in our attitudes and language. We need to be prepared to shift our culture.</li> <li>• Embrace diversity, supporting youth and people with disabilities.</li> <li>• Commit to always working in diverse groups/teams to ensure representation.</li> <li>• Be curious in turning toward all perspectives.</li> <li>• Treat people (staff and community) without any bias or pre-conceived notions about their cultures and practices.</li> <li>• Provide holistic and integrated services for all.</li> <li>• Promote inclusion and the consideration of a diversity of solutions based on local context.</li> </ul>

- Translate words into action, following up on IPPF's commitment to supporting LGBTQIA+ people, people with a disability, sex workers, and other excluded groups.
- Avoid cherry-picking of services offered, to ensure that there is the provision of comprehensive integrated care for all.
- Consider diversity and inclusion as cross-cutting values that are inherent to a rights-based approach. This is similar to adopting a feminist/gender transformative approach; these are cross-cutting as well.
- Diversity and inclusion should be broken down into an actionable value.
- Accept diversity and work to nurture it.
- Foster the meaningful engagement of communities as well as marginalised/vulnerable groups.
- Accommodate the needs of LGBTQIA+ people and people with disabilities in the provision of services.
- Support diversity in thinking, designing and implementation.
- Acknowledge diversity's link with equity.
- Embed diversity in the image and internal DNA of the Federation.
- Address people's needs in accordance with the different types of exclusion they face.
- Understand intersectionality as taking many factors into consideration, including age, sex/gender, social class, place of residence, family structure and financial means.
- Appreciate that one can only truly address equity if they understand the range of diverse experiences/backgrounds represented by the people whose needs should be met.
- Consider inclusivity as an alternative word.
- Promote the meaningful engagement of the people concerned with the outcomes of IPPF's work. It should not be tokenistic.
- Mainstream inclusive approaches in programmes, advocacy, communications and more.
- Consider non-discrimination as an accompaniment of inclusion.
- Reflect inclusion in the Federation's language and narratives.
- Recognise that intersectionality and diversity should start from within the Federation from top to bottom, and that it shouldn't be affected by changes in donor priorities.
- Combat gender norms, as well as the effects of capitalism and neoliberalism on humans and the planet. Racism and all other systems of oppression should also be combatted.

Table 3: Value 2 - Partnership

<b>Partnership</b>
<ul style="list-style-type: none"> <li>• Understand IPPF as being collaborative and believing in the power of working together with like-minded individuals and organisations to bring together diverse expertise and knowledge.</li> </ul>

- Acknowledge volunteerism as a value aligned to this as MAs work in partnership with volunteers in all aspects of work.
- Promote complementary, robust partnerships with both government and civil society.
- Build on the knowledge that MAs are trusted, valued and embedded partners in their communities.
- Support collaborative efforts including through joint events and advocacy.
- Enable transparent collaboration between MAs and not for favour.
- Appreciate that the IPPF brand is associated with collaboration.
- Avoid internal competition.
- Listen to communities and connect with people's lived experiences.
- Identify partners who want to lead work as opposed to assigning them to an agenda.
- Explore how to partner fairly.
- Build on existing relationships that MAs and secretariat have with different organisations, including invites to be part of their meetings, functions and projects.
- Build on existing partnerships that MAs have with community organisations to bring SRH services to the ground and reach those who are deprived of services.
- Be open minded to different ideas and ways of working.

*Table 4: Value 3 - Flexibility & Adaptability*

<b>Flexibility &amp; Adaptability</b>
<ul style="list-style-type: none"> <li>• Accept that different situations and contexts may need different approaches and definitions. For example, meaningful youth participation in context A can be different in context B.</li> <li>• Allow partners and MAs to follow their own path as they seek to adhere to the Charter.</li> <li>• Adopt openness, broad thinking and bold actions for change and for the benefit of society.</li> <li>• Acknowledge IPPF's belief in innovation and in keeping abreast with new ways of working. The Federation is open and not rigid. As a youth-focused organisation, it believes in change.</li> <li>• Commit to support MAs when they have out of the box ideas and want to do work that may not be a global priority but is a priority in their country context.</li> <li>• Realise where mistakes have been made and address them.</li> <li>• Listen to one another in the Federation and be prepared to change course and approaches when needed. This is especially relevant for the Federation's leadership.</li> <li>• While being flexible, there should be options to respond or not to respond to requests from MAs, secretariat and partners in a respectful way.</li> <li>• Embrace new technologies.</li> <li>• Be flexible to modify programmes and activities based on the current needs e.g. health emergencies or crisis or any programmatic shift by national government, etc.</li> </ul>

Table 5: Value 4 - Equity

<b>Equity</b>
<ul style="list-style-type: none"><li>• Understand that IPPF does not believe in a one-size-fits-all approach.</li><li>• Provide health services where they are most needed, for who it is most needed and stand up to government or other stakeholders for the rights of the marginalised.</li><li>• Support MAs as they design services that reach populations in the margins, such as sex workers.</li><li>• Leave nobody behind (go where others don't, no matter what it takes).</li><li>• Promote equity in service provision e.g. those marginalised groups to be provided more &amp; relevant services as compared to communities in urban areas.</li><li>• Ensure diverse voices are heard by increasing spaces for voices that would otherwise not be heard as well as sharing power on big platforms.</li><li>• Be prepared to not be 'fair' because equity is not equality.</li><li>• Appreciate that equity has a connotation of justice , and that diversity has the same connotation with regards to inclusion.</li><li>• Consider equity is being a better concept than equality as it recognises specific needs and existing systems of oppression that disadvantage specific groups. It links with intersectionality.</li><li>• Link equity with fairness.</li><li>• Understand that equity is built on diversity.</li><li>• Treat people according to their diversity and specific needs.</li><li>• Promote access to SRH care for all, which is made suitable for diverse needs and is gender-affirming.</li><li>• Ensure that the voices of those not heard are elevated even when it is not politically easy to do so.</li><li>• Elevate unheard voices, even when it is not politically easy.</li><li>• Approach equity as the backbone of diversity.</li><li>• Build solutions that address SRHR needs in all their diversity.</li><li>• Ensure that all the stakeholders involved have voice and participation that is valued, recognised and taken into consideration.</li><li>• Combat gender norms, as well as the effects of capitalism and neoliberalism on humans and the planet. Racism and all other systems of oppression should also be combatted.</li><li>• Adopt a bottom-up approach when thinking about equity regarding services, policies, and internal and external pillars of equity.</li><li>• Explore how to put equity at the center of all the values.</li></ul>

Table 6: Value 5 - Boldness, Bravery & Courage

<b>Boldness, Bravery &amp; Courage</b>
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- Consider linking the value of passion with being bold and courageous. When acting with passion one can become blinded and not question the effects of their work.
- Understand that bravery allows one to question the shadow of their work (its negative effects). Bravery feeds accountability as it helps one question their behaviours.
- Dare to speak out on and address challenging issues and for marginalised people in meetings with government/decision makers/partners etc.
- Say no and set boundaries.
- Work with movements that are bold and disruptive, especially in countries where human rights are under threat owing to a regime/religious law.
- Speak openly about marginalized communities and in defense of their sexual and reproductive rights.
- Expect the institution to be brave to protect staff and clients who are under threat.
- Fearlessly fight for and defend SRHR, against an emboldened opposition.
- Consider that any strength overplayed becomes a weakness.

Table 7: Value 6 - Passion & Empathy

<b>Passion &amp; Empathy</b>
<ul style="list-style-type: none"> <li>• Provide care for oneself and others amidst work that is challenging.</li> <li>• Promote a unified approach, and not a 'them and us' approach.</li> <li>• Acknowledge the necessity of passion when seeking to redefine communities and expand reach.</li> <li>• Develop deep connections with people served by programmes.</li> <li>• Work with heart and intentionally about the change the collective wants to see.</li> <li>• Adopt perseverance until goals are achieved.</li> <li>• Explore how people's lived experiences embraced, understood and taken into account in the work of IPPF.</li> <li>• Derive satisfaction from work.</li> <li>• Give space to the vulnerable and marginalised.</li> <li>• Cross boundaries to advance human rights.</li> <li>• Invest energy and conviction in collective actions.</li> <li>• Actively listen and appropriately respond to both internal and external customers, acknowledging that a lot of the required work should start internally. Work to understand and exemplify values should start with staff and volunteers at MA level.</li> <li>• Have believe in what the collective is doing, demonstrating unity and inclusion in this regard.</li> <li>• Be at the forefront of the struggle for SRHR.</li> <li>• Acknowledge that empathy should come from within.</li> <li>• Amplify the need for more passion, in response to the threats of today's right-wing governments/environment.</li> <li>• Cross boundaries to advance human rights.</li> </ul>

- Understand that passion can lead to both negative and positive outcomes depending on how it is channeled.

Table 8: Value 7 – Transparency & Accountability

Transparency & Accountability
<ul style="list-style-type: none"> <li>• Promote accountability not only to outside stakeholders but also internally.</li> <li>• Act in line with the commitments made by the Federation.</li> <li>• Take action on values within the Federation.</li> <li>• Adopt accountability across all areas of the values.</li> </ul>

### Further Discussion:

One of the participants argued that the Federation needed to consider embracing democracy as an important aspect of its brand as a not-for-profit institution. They linked this to the proposed value of partnership, as they proposed that the Federation provide a partnership platform which is mission-first and enables the democratic participation of members. They urged fellow participants to read the IDEA framework for non-profit brands, which the University of Oxford defines as ideal for non-profit brand.

*“Values should not be worn as a coat of armour  
nor appear as a slogan on the wall;  
they should be lived” – participant.*

### Session 5 – Wrap up! Take five deep breaths to reset

Yemurai Nyoni (Charter Co-Lead) led participants in a final conversation to share highlights of the consultation and ways in which their minds had changed as a result of the discussions. For the first webinar, participants were invited to share their thoughts directly by raising their hands to speak or typing content in the chat box. For the second webinar, participants made their contributions on a Jamboard. The main feedback from the session is provided below, whilst the contents of the Jamboard are included in Annex 4.

Some of the values identified by participants were classified by a participant as being words and not values. Examples of this included the words courage and flexibility. The facilitators were urged to provide clarity on what qualified to be called a value, and to reword some of the submissions from participants so that they could qualify as values. An example of this

was given, in that the word courage could be changed to courageous, so that it would read as a value.

A participant proposed that the conversation on the identification of values be built in or be a part of the business-planning process (possibly as an annex), at all levels, from MA to Secretariat level. Another participant encouraged fellow participants to not forget the values that the Federation already possesses and invited MAs to make use of the business-planning process to justify what they are currently doing on the basis of these values.

Some participants registered appreciation for the methodology used by the facilitators to engage them as they said it enabled deep thinking and the sharing of diverse perspectives. They particularly enjoyed the creative exercise with superheroes and the choice of music played while they worked independently. One participant expressed their enthusiasm for getting involved in other aspects of the identity Initiative (particularly rebranding), as a result of the quality of the engagement they had experienced in the virtual consultation.

The facilitators were urged to look into identifying core values, by helping participants to focus on the values they felt closest to, and that they felt prepared to bring to reality. They were advised to allow for deeper discussions on the hard realities that IPPF needs to adjust itself to respond to, as well as on what is preventing the Federation from enacting the values identified by participants. One participant called for the Federation to define its values as core characteristics instead of defining them in an abstract way.

Some participants identified the need to clarify the differences between organisational and personal values, as well as how the correlation between values and actions/behaviours would be articulated in the expected Charter of Values. They were also keen to understand what the next steps would be to resolve these questions and to develop an agreed set of values and organisational behaviours with descriptors for each.

A few participants appreciated the alignment of the values identified by participants, as well as the interconnectedness between many of the values. As a follow up to this observation, one participation questioned how the Federation would be able to express the interconnectedness of the values without being repetitive or creating a lengthy document.



A couple of participants warned that it was too soon to expect any changes as a result of the values identification process, and advised that change would only start happening once the values were agreed and felt throughout IPPF.

## **ANNEXES**

### **1. Agenda**

**Date**

Wednesday 10<sup>th</sup> May.

**Time**

07:00–09:00 BST and 16:00–18:00 BST.

**Attendees**

Open to Whole Federation (MA EDs, MA volunteers, youth, Secretariat staff).

**Meeting Format**

Two-hour Zoom meeting with break out discussions, interpretation in four IPPF languages.

**Welcome Remarks**

*Morning Opening remarks from Sihara Liyanapathirana, member of the Charter of Values Guiding Group*

*Afternoon Opening remarks from Ndiilokelwa Nthengwe, member of the Charter of Values Guiding Group*

**Introduction to the consultation workshop**

- Present the background of the Charter and Rebrand work
- Clarify key terms that will be used throughout the meeting.

Objective: To ensure clarity on language used and aims of the consultation.

*Facilitator: Yemurai Nyoni, Charter Lead*

**Art Exercise: What does a team of SRHR Super-Heroes look/feel/act like?**

- With materials that you have at home or on a digital paint/drawing app, create an art piece that describes “What does a team of SRHR Super-Heroes look like, and what values do they uphold?”
- Share art pieces over Zoom to discuss and explore

Objective: To identify how MAs see IPPF and its role, and to unpack their expectations of the Federation as an entity.

*Facilitator: Isabella Lewis, Charter and Rebrand Project Manager*

**Values into Action**

- Reflect on what these most popular values (as identified by “Superhero” exercise) look like in practice.

*Facilitator: Heather Barclay, Charter Lead*

**Wrap Up! Take five deep-breaths to reset.**

- Share highlights of the day and what in their minds has changed as a result of the discussions.

*Facilitator: Yemurai Nyoni, Charter Lead*

## 2. Participant list

	<b>First Name</b>	<b>Last Name</b>	<b>City</b>	<b>Country/Region</b>
<b>1</b>	Patricia	Bisnauth	St John	Guyana
<b>2</b>	Anastacio Fodé	Soares Djassi	Bissau	Guniea Bissau
<b>3</b>	Heather	Barclay	London	United Kingdom
<b>4</b>	Josephine	Loba	Abidjan	Côte d'Ivoire
<b>5</b>	Manshee	Luchmun	Pamplemousses	Mauritius
<b>6</b>	Isabella	Lewis	London	United Kingdom
<b>7</b>	Stevy Franklin	Ngongba	Bangui	Central African Republic
<b>8</b>	Ndiilokelwa	Nthengwe	Windhoek	Namibia
<b>9</b>	Ammar	Al Salama	Kampala	Uganda
<b>10</b>	Alessandra	Brigo	Brussels	Belgium
<b>11</b>	Joel	Eklou	Lomé	Togo
<b>12</b>	Yemurai	Nyoni	Bulawayo	Zimbabwe
<b>13</b>	Vic	Garnes	Bogota	Colombia
<b>14</b>	Guy Armand	Beninga Balcilia	Bangui	Central African Republic
<b>15</b>	Lori	Miller	London	United Kingdom
<b>16</b>	Marta	Royo	Bogota	Colombia
<b>17</b>	Jutta	Güldenpfennig	Berlin	Germany
<b>18</b>	Tor-Hugne	Olsen	Oslo	Norway
<b>19</b>	Harjyot	Khosa	New Delhi	India
<b>20</b>	Eugenia	Lopez Uribe	Bogota	Colombia
<b>21</b>	Moussa	M'bo	Bamako	Mali
<b>22</b>	Chris	Lambrechts	Antwerpen	Belgium
<b>23</b>	Ruth	Ayarza	London	United kingdom
<b>24</b>	Anna	Michalowicz	Brussels	Belgium
<b>25</b>	Bill	Lane	Washington	United States
<b>26</b>	Drashko	Kostovski	Brussels	Belgium
<b>27</b>	Camille	Butin	Brussels	Belgium
<b>28</b>	Jamila	Cross	Port of Spain	Trinidad and Tobago
<b>29</b>	Nathalie	Kapp	London	United Kingdom
<b>30</b>	Lucy	Esquivel	Asuncion	Paraguay
<b>31</b>	Irma	Ramos	Lima	Peru

	<b>First Name</b>	<b>Last Name</b>	<b>City</b>	<b>Country/Region</b>
<b>32</b>	Beth	Schlachter	Washington DC	United States
<b>33</b>	Dameli	Tileshpayeva	Almaty	Kazakhstan
<b>34</b>	Fadoua	Bakhadda	Tunis	Tunisia
<b>35</b>	Manuelle	Hurwitz	London	United Kingdom
<b>36</b>	Dracuse	Joseph	Abidjan	Côte d'Ivoire
<b>37</b>	Mustapha	Kemayel	Tunis	Tunisia
<b>38</b>	Ava	Rampersad	Port Of Spain	Trinidad and Tobago
<b>39</b>	Ellie	Benedict	Washington DC	United States
<b>40</b>	Niall	Behan	Dublin	Ireland
<b>41</b>	Rayana	Rassool	Nairobi	Kenya
<b>42</b>	Fethi	Ghedira	Kairouan	Tunisia
<b>43</b>	Shakey	Cornwall	St. Georges	Grenada
<b>44</b>	Martine Aminata	Ouedraogo	Abidjan	Côte d'Ivoire
<b>45</b>	Lena	Luyckfasseel	Brussels	Belgium
<b>46</b>	Pauline	Russell-Brown	Kingston	Jamaica
<b>47</b>	Caroline	Hickson	Brussels	Belgium
<b>48</b>	Ammal	Awadallah	Jerusalem	Palestine
<b>49</b>	Alessandro	Zambrano	Lima	Peru
<b>50</b>	Zainab	Mukhtar	Abuja	Nigeria
<b>51</b>	Myr	Olivares	Houston	United States
<b>52</b>	Alden	Nouga	Washington DC	United States
<b>53</b>	Claire	Jefferey	London	United Kingdom
<b>54</b>	Youssouf	Ba	Ouagadougou	Burkina Faso
<b>55</b>	Anemarie	Gasser	Antwerpen	Belgium
<b>56</b>	Estelle	Wagner	Geneva	Switzerland
<b>57</b>	Amaila	De La Torre	Sao Paulo	Brazil
<b>58</b>	Rose J.	Ouedraogo	Ouagadougou	Burkina Faso
<b>59</b>	Carl	Osvald	Stockholm	Sweden
<b>60</b>	Jorgelina	Otero	Bogota	Colombia
<b>61</b>	Rania	Abuelhassan	Tunis	Tunisia
<b>62</b>	Shereen	Elshazly	Cairo	Egypt
<b>63</b>	Sunmonu	Tiamiyu	Abuja	Nigeria
<b>64</b>	Vidya	Charan	Port Louis	Mauritius
<b>65</b>	Edouard	Keita	Bamako	Mali
<b>66</b>	Renee	Sewe	Nairobi	Kenya
<b>67</b>	Gomia Jacques	Sare	Ouagadougou	Burkina Faso

	<b>First Name</b>	<b>Last Name</b>	<b>City</b>	<b>Country/Region</b>
<b>68</b>	Jackson	Chekweko	Kampala	Uganda
<b>69</b>	Eya	Ghazouani	Tunis	Tunisia
<b>70</b>	Graham	Nyaberi	Nairobi	Kenya
<b>71</b>	Mohmed Hamdy	Kouanda	Ouagadougou	Burkina Faso
<b>72</b>	Shereen	Elshazly	Cairo	Egypt
<b>73</b>	Isaac	Adewole	Ibadan	Nigeria
<b>74</b>	Achille	Togbeto	London	United Kingdom
<b>75</b>	Somolireasmey	Saphon	Phnom Penh	Cambodia
<b>76</b>	Sek	Sisokhom	Phnom Penh	Cambodia
<b>77</b>	Saran	Kong	Phnom Penh	Cambodia
<b>78</b>	Ashish	Kumar	Delhi	India
<b>79</b>	Hextan Y.S.	Ngan	Hong Kong	China
<b>80</b>	Rajrattan	Lokhande	Kuala Lumpur	Malaysia
<b>81</b>	Gilbert	Ngonga	Kinshasa	Democratic Republic of Congo
<b>82</b>	Nerida	Williams	Bangkok	Thailand
<b>83</b>	Tomoko	Fukuda	Kuala Lumpur	Malaysia
<b>84</b>	Chivorn	Var	Phnom Penh	Cambodia
<b>85</b>	Tayyaba	Shaikh	Delhi	India
<b>86</b>	Juliana	M	Kuala Lumpur	Malaysia
<b>87</b>	Kjersti	Augland	Oslo	Norway
<b>88</b>	Andreas	Prager	Christchurch	New Zealand
<b>89</b>	Kim	Tilbury	Suva	Fiji
<b>90</b>	Gallianne	Palayret	Nairobi	Kenya
<b>91</b>	Mahmoud	Garga	Nairobi	Kenya
<b>92</b>	Sonal	Giani	Delhi	India
<b>93</b>	Sihara	Liyanapathirana	Colombo	Sri Lanka
<b>94</b>	Jameel	Zamir	Kuala Lumpur	Malaysia
<b>95</b>	Tor-Hugne	Olsen	Oslo	Norway
<b>96</b>	Voahirana	Rabakomahefa	Antananarivo	Madagascar
<b>97</b>	Shivam	Shumsher	Delhi	India
<b>98</b>	Lady	Lisondra	Cebu	Philippines
<b>99</b>	Madhurima	Mallik	Delhi	India
<b>100</b>	Gessen	Rocas	Kuala Lumpur	Malaysia
<b>101</b>	Nelly	Munyasia	Nairobi	Kenya
<b>102</b>	Arpita	Das	New Delhi	India

	<b>First Name</b>	<b>Last Name</b>	<b>City</b>	<b>Country/Region</b>
<b>103</b>	Robin	Smeets	Utrecht	Netherlands
<b>104</b>	Ammal	Awadallah	Jerusalem	Palestine
<b>105</b>	Wanjiru	Wairimu	Nairobi	Kenya
<b>106</b>	Sonal	Mehta	New Delhi	India
<b>107</b>	Else	Smith	Copenhagen	Denmark
<b>108</b>	Brayant	Gonzales	Kuala Lumpur	Malaysia
<b>109</b>	Phoebe	Ryan	Perth	Australia
<b>110</b>	Jofiliti	Veikoso	Suva	Fiji
<b>111</b>	Ventzi	Kirkov	Sofia	Bulgaria
<b>112</b>	Yukari H	Horii	Kuala Lumpur	Malaysia
<b>113</b>	Neil	Barriskell	Rome	Italy
<b>114</b>	Faisal	Shabbir	Lahore	Pakistan
<b>115</b>	Lori	Miller	London	United Kingdom
<b>116</b>	Greg	Gray	Kuala Lumpur	Malaysia
<b>117</b>	Lester Lozani	Phiri	Lusaka	Zambia
<b>118</b>	Ammar	Al Salama	Beirut	Lebanon
<b>119</b>	Donald	Makwakwa	Lilongwe	Malawi
<b>120</b>	Youssouf	Ba	Ouagadougou	Burkina Faso
<b>121</b>	Maite	Matos Ichaso	Zurich	Switzerland
<b>122</b>	Farouck	Adosso	Abidjan	Côte d'Ivoire
<b>123</b>	Melissa	Cockroft	Nairobi	Kenya
<b>124</b>	Peter	Mutanda	Nairobi	Kenya
<b>125</b>	Majbrit	Berlau	Copenhagen	Denmark
<b>126</b>	Rayana	Rassool	Nairobi	Kenya
<b>127</b>	Nadia	Daou	Tunis	Tunisia
<b>128</b>	Vidya	Charan	Port Louis	Mauritius

### **3. Values to Action Jamboards**



# Values into Action Partnership

collaborative efforts, joint events, advocacy

MAs and secretariat have relationship with different organisations and we are invited to their meetings, functions and projects

listening to communities and people with lived experience

Identify partners who want to lead work instead of assigning them our agenda.

Partnership - MAs are partnering with community organizations to bring SRH services to the ground and reach those who are deprived of services

Complementary, robust partnerships with both government and civil society. Our MAs are trusted, valued and embedded partners for their communities.

being open minded to different ideas and ways of working

It believes in offering a platform which is mission first and is a democratic brand

Volunteerism is a value. MAs work with volunteers in all aspects of work

Collaborate with MAs / partners transparency and not for favour

IPPF is collaborative/ believes in the power of working together with like-minded individuals and organizations to bring together diverse expertise and knowledge



# Values into Action Bravery/Courage

Dare to question our own actions and reflect on negative consequences of them on outside world

Able to defend the values of the organisation even when challenged.

acknowledge our past trauma in our work so that we can deal with it and move forward in the spirit of learning from one another

Transparency has to do with building and creating a trusting environment - and it applies internally in our daily work as well as externally, with all the audiences we interact with

acknowledge the inequities that exist between global south and north and how they manifest in our work and commit through this charter to ensure that these inequities are address

also to acknowledge the past mistakes of IPPF

Dare to speak despite oppositions.

Speak out against injustice

we will stand up for our positions/ values even if politically unpopular

Push for accountability from us, government, stakeholders, donors and communities.

Dare to speak despite possible repercussions on funding?

Accountability: Evaluate Internal/external progress, successful moments and ground for learning and growth. What is working, what not and what can be better

Transparency: being able to speak openly, to share the good and the bad, to have honest conversations, to be accountable for your actions, your thoughts, to be able to show vulnerability

Stand out for injustices and have the perseverance to stay on the fight even against the odds

never lose the fire in our belly ("Indignons-nous")

To be able to receive and give respectful feedback

Transparency: Be clear about the actions and what that looks like for the different people/elements involved

Courage allows all the other values to become possible

# Transparency/ accountability



IPPF does not believe in the one size fits all approach

# Values into Action Equity

Bold, dare to speak out on/address challenging issues and for marginalised people in meetings with governments/decision-makers/partners etc. To always bare in min

To work with movements that are bold and disruptive. Especially in countries where human rights are under threat owing to a regime/religious law.

To speak openly about marginalized communities and in defense of their sexual and reproductive rights.

Have clinics where it is most needed, for who it is most needed and stand up to government or other stakeholders for rights of marginalised

Equity and Inclusion - MAs are designing services that will reach populations in the margins, such as sex workers

Leaving nobody behind (we go where others don't, no matter what it takes).

Saying no or setting boundaries is a courageous

## Bold/courage

the institution should be brave to protect staff and clients who are under threat

Equity in service provision e.g. those marginalised groups to be provided more & relevant services as compared to communities in urban areas

Having diverse voices be heard, increase spaces for voices that would otherwise not be heard, share power at big stages

Fearlessly fighting for and defending SRHR, against an emboldened opposition.

Diversity in thinking, designing and implementation.

yess!

we can only truly address equity if we understand the range of diverse experience/background

Intersectionality - taking as many factors as there are data/information into consideration - age, sex/gender, social class, place of residence, family structure, \$ means, ad

Address the needs in alignment with the different type of exclusions faced.

# Values into Action

## Diversity and intersectionality (?)

Strong link with equity

(Inclusivity, as an alternative word?). Should be led by people concerned (and not tokenistic). Mainstreamed (in Programmes, Advocacy, Comms, etc)

yes!

Our image and internal DNA needs to be diverse!

recognizing that intersectionality and diversity firstly starts within from top to bottom. Also that intersectionality and diversity isn't limited to a donor's flavour of the month

Yes, and inclusion and non-discrimination

We listen and learn from each other to ensure that our work is inclusive

Understanding our work is link to other social and cultural factors, we have to work across diverse arenas and making sure we include all the people that is most impacted.

Combating gender norms. Effects of capitalism/neoliberalism (on humans, and the planet). Racism. And all other systems of oppression.

Reflected in our language / narratives (e.g. écriture inclusive)

**IP**

Openness and bolder thinking and bold actions for change and benefits of society

IPPF believes in innovation and being abreast with new ways of working. It is open and not-rigid/set in its ways. Since it is a youth-focused organisation it believes in change

Options to respond or not respond to requests from MAs, secretariat and partners, respectfully convey the intension.

# Values into Action

## Flexibility and adaptability

Allow partners / MA's to follow their own path, next to adhering to the Charter.

To support MA's when they may have out of box ideas and wanting to do work that may not necessarily sit in our agenda but does to their country context.

flexible to modify the programme and activities based on the current needs e.g. health emergencies or crisis or any programmatic shift by national government, etc

Different situations and contexts may need different approaches, definitions. For example, meaningful youth participation in context A can be different in context B

realising where mistakes have been made and redressing them

LISTENING to one another in the Federation and changing course and approaches accordingly. Especially important for our leadership.

embracing new technologies

**IPPF**

Be prepared to not be 'fair' - equity is not equality

Equity: better concept than equality. Recognizing specific needs + existing systems of oppression, that disadvantage specific groups. (Links w/ intersectionality)

all are valued

We dont want EQUAL! that is history! Future is equity

# Values into Action

## Equity

Fairness/ being fair

We elevate the unheard voices, even when it is not (politically) easy

Equity to be built on the backbone of diversity!

Equity built on diversity!

Treat people according to their diversity and specific needs.

bottom up approach

All the stakeholders involved have voice and participation that is valued, recognized, and taken into consideration

We ensure that the voices of those not heard are elevated even when it is not (politically) easy to do.

We build solutions that address the SRHR needs in all their diversity.

Acting on the intersectionality within SRHR from an internal viewpoint firstly and allowing this perspective to guide the systems that drive our code of conduct (culture)

Combating gender norms. Effects of capitalism/neoliberalism (on humans, and the planet), Racism. And all other systems of oppression.

Access for all, suitable for diverse needs. Gender Affirming care is SRH

# Wrap Up

## What's changed?

depth of thinking, high level of engagement and creativity

**Music!**

The session allowed for a surface level exploration. I feel like a deeper insight mining session is needed. There are some hard realities that we need to challenge ourselves to

Love the creative exercises & the music! <3

## Highlights

**music!**

Good exercise - very diverse!

great facilitation

Very good facilitation, thank you!

Quoting CL - see comment in chat at 11:30. "We could define our values as core characteristics of us as a federation and a MA, instead of defining them in an abstract way..."

amazed at how aligned on values we seem to be :)

It is too soon to ask what has changed.

more enthusiastic for rebranding now that I see some of the process

Organisational values vs personal values. Must be addressed.

the interconnections between so many values - how do we express it all while not being repetitive or too long?

The charter must be closely linked with an IPPF 'culture code'. If the charter is to effectively represent shared values it must be reflected in an institutional culture of accountability/transpa

We will see the change once values are live and feel throughout IPPF

Need to be honest about what's preventing us from enacting our values (e.g. Bravery; what would prevent us from being brave, and how to tackle such obstacles)

Zainab's super hero saying pro-choice with their chest, literally!

What is at our core? Love sharing out some of the values. Looking ahead: What do we envision going forward, together?

Values vs Actions/Behaviours. How detailed will the Charter be? What level of commitments / accountability?

Interesting to think about IPPF values within systems of oppression: patriarchy, capitalism (incl protecting the planet), racism

## Final thoughts

enjoyed the pause and reflect moment generated by this exercise; what are the next steps in order to end up with an agreed set of values and org behaviors as descriptors for each?

The challenge will be to choose - we cannot put all of them - we need to focus on the ones we feel closest to - and to make them real - not just written on paper

# Values to Act

## Passion/ empathy

Deriving satisfaction from our work

removing barriers to access of SRHR services

giving space to the vulnerable and marginalised

crossing boundaries to advance human rights

Empathy / Providing care: while respecting personal autonomy and people's choices. Balancing wish to protect, and respect for autonomy (e.g. sex workers' rights)

Empathy: Building bridges among us - make connections - Not me but us

Care for ourselves and others in the work that is challenging and unending

depth of thinking, rich participation / engagement and creativity

empathy: How is our lived experience embraced, understood and taken into account in our work

Influence should be independent of hierarchy.

No them and us. We are one

We need passion: redefine communities, expand our reach! we need passion

deep connection with people we serve

With today's right wing governments/ environment- we need to push for passion! Empathy will come from within

internally and externally we love being a part of a respected global IPPF

being at the forefront of the struggle

Actively listening and appropriately responding to both internal and external customers

empathy: How is our lived experience embraced, understood and taken into account in our work

Passion: Work with the heart and intentionally about what we want to see

Passion - to love what we do - to enjoy doing it - to celebrate it - to be deeply and truly connected with our work: the people we work with, the people we serve

Perseverance until the goal is achieved.

Empathy - putting yourself in someone's else's shoes, and seeing things from their perspective, not 'sympathy'

Empathy: Work in solidarity, from/with the communities and/or other MA, understanding our relations/dynamics of power and social contexts

Invest energy and conviction in our actions;

never lose the fire in our belly ("Indignous-nous")

believe in what we are doing, unity, inclusion