

Meaningful engagement of the communities / marginalised / vulnerable groups

Diversity, youth, people with disabilities

# Values into Action

Being curious (towards all perspectives)

commit to always working in diverse groups / teams to ensure representation

## Diversity and inclusion

Holistic integrated services for all.

Inclusion and diversity of solutions based on local context.

Treat people (staff & community) without bias and pre assumed notions on their culture and practice

Diversity, youth, people with disabilities

تقبل اختلافاتنا و  
محاولة تطويرها  
لنتمكن من نشر  
قيم المشاركة و  
الاتحاد

Inclusion in our attitudes and especially our language, shifting our culture.

No cherry picking of service offering. Provision of comprehensive, integrated care for ALL.

Translating words into action with our commitment to supporting LGBTQIA+ people, people with a disability, sex workers, and other excluded groups. This is our point of difference.

# 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





Openness and boarder 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-focussed organisation it believes in change

Options to responds 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



# Values into Action

## Equity

IPPF does not believe in the one size fits all approach

**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

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

# Bold/courage

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

We are seen as "GO TO" by marginalised communities for any sexual and reproductive needs

Government engage with us when deciding about marginalised communities - social or health decisions!

Diverse communities are served and engaged in various decision making

## Highlights

# Values into Action

## What has changed

Staff at every level - Secretariat, MAs or partners - reflect the communities we serve

## Final thoughts



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

# Passion/ empathy

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

Wit 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 ("Indignons-nous")

doing  
believe in what we are doing, unity, inclusion

PF

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

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

Equity to be built on the backbone of diversity!

Equity built on diversity!

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

bottom up approach

Treat people according to their diversity and specific needs.

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.

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





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, ed

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)







Dear 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

# Values into Action Bravery/Courage

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?

To be able to receive and give respectful feedback

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")

# Transparency/ accountability

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

## 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

depth of thinking, high level of engagement and creativity

## Highlights

**music!**

Good exercise - very diverse!

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

great facilitation

Very good facilitation, thank you!

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?

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. ..."

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?

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

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

It is too soon to ask what has changed.

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

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

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)

## Wrap Up

## What's changed?

## 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

**X2**

**V**