

## **Values Clusters Focus Groups Reports**

### **IPPF Charter of Values**

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#### **1. Bravery and Courage Focus Group Report**

**Zoom, 5 July 2023**

#### **INTRODUCTION**

The IPPF Charter of Values focus group discussions on courage and bravery were held on Wednesday 5<sup>th</sup> July 2023 via Zoom. The focus groups were open to a small group of participants invited from different MAs and the secretariat in French (with English translation) and English. Invitations were sent to individuals selected by the Charter Guiding Group, Identity Initiative team and regional offices. The two focus groups were hosted on the same day at different times to allow for wider-spread participation.

The focus groups convened a combined total of 15 people (excluding Identity Initiative staff and interpreters). Participants connected from 11 countries.

The aim of the focus groups was to explore the values of bravery and courage, and to give participants an opportunity to provide recommendations on how to turn the values into action. The focus groups followed the first phase of consultations on the charter and rebrand which generated consensus that the IPPF should be courageous and brave, however, the definition of what it translates to in different contexts (global, regional and country level) remained open to debate.

In defining common beliefs and attitudes that define what bravery and courage should mean within IPPF, the focus groups explored the following questions:

- By whom (target group) should the IPPF be seen as brave and courageous?
- What does bravery/courage mean for MAs focused on service delivery, and for MAs focused on advocacy or both? What are the areas of difference and convergence?
- How can IPPF create a definition of courage and bravery that reflects global connectedness and local ownership?
- What considerations need to be made to ensure that MAs and activities are protected from possible risks involved with being courageous?

## DISCUSSION

Participant views in response to guiding questions are summarised below.

### **Q1: By whom should the IPPF be seen as brave and courageous?**

IPPF should be seen as brave and courageous by marginalised groups and minorities including LGBTQIA+, sex workers other key populations. The Federation should do so especially in hostile environments where marginalised groups are more likely to experience attacks or fewer rights. This is important as a show of solidarity for marginalised groups who are denied voice and not prioritised.

Young people and beneficiaries of services need IPPF to be brave and courageous. Young people are working tirelessly to promote reproductive justice and autonomy around the world, and they need the Federation to be brave and courageous alongside them in responding to their SRHR needs.

The Federation should be brave for MAs and all staff, bringing them together to bolster advocacy and build the strength of the Federation as a whole. This should build on the existing courage and bravery being shown by MAs in ensuring quality of care and ease of access to services in different countries.

Donors should see the courage and bravery of the Federation in challenging their boundaries and advancing SRHR more strongly. Engagements with donors are ordinarily expected to be strategic/diplomatic, however, that should not stop the IPPF from being brave in a strategic way. For donors that won't give an audience for certain issues like USAID and abortion, or Global Fund and advocacy, it may be

worthwhile to adjust the language or find middle ground to still have a discussion on contentious issues/areas.

Those that work against IPPF as opposition should see the boldness and courage of the Federation in responding to them. IPPF should be able to act without fear and to strike fear in the hearts of opposition groups.

Governments need to experience the boldness and courage of the Federation and be called upon to act strongly for the SRHR of their citizens. Additional groups that should see the bravery and courage of IPPF are service providers, religious groups, activists, international organisations, media, civil society organisations, partners and other relevant stakeholders.

Whilst navigating bravery and courage, it is important to reflect on what values and issues IPPF is expected to be brave for. Some of the issues to be mindful of are bravery and courage in trying to legalise abortion and promote SRHR, deciding when and if to procreate, defending and protecting rights, and working tirelessly to fight against evil retrograde people. It is also important to navigate the gender-biases linked with the understanding of courage and bravery in different contexts.

**Q2: What does bravery/courage mean for MAs focused on service delivery, and for MAs focused on advocacy or both? What are the areas of difference and convergence?**

Bravery and courage mean changing approach and ways of working to respond to changes in context. The Federation needs to change to stay relevant, which includes changing perspective and rethinking what bravery and courage presently mean. Some MAs have been bold in the past, however, they need to look broader and adjust their priorities based on what is happening in the world today. It is difficult to compare the different ways of working in different contexts regarding courage and bravery, hence there is need to explore what it means to different MAs.

Engaging internal and external audiences is important when talking about bravery and courage. It is important to show bravery and courage when we are going through internal changes, as well as when thinking about relationships with external stakeholders. It is important to show bravery inside our associations and

outside of them. Engaging with external stakeholders requires clarity within IPPF on its vision, mission, objectives and actions. If the Federation is clear about its vision, mission and actions, then it will be easier to convince communities that it is brave and courageous.

Standing up for and reaching marginalised communities is an important aspect of being brave and courageous for IPPF. The Federation needs to show bravery in speaking for what is right and speaking for communities that are marginalised. This should include working in difficult geopolitical settings, working with informal service providers and supply chains where access to abortion is restricted by law and working to advance young people's rights regardless of restrictions. Broadening and strengthening service delivery reflects courage and bravery, especially regarding the strengthening of the capacity of MAs to offer a full range of services to a high standard.

Bravery and courage for IPPF mean engaging governments through advocacy and accountability actions. Governments have multiple competing priorities, hence using bravery and courage in engagements with them will help to convince them to prioritise SRHR issues and adopt laws and policies that are non-discriminatory. IPPF should work to convince people and governments about its vision and mission, and to advocate for governments to develop policies in line with its priorities. The Federation should also hold local and national authorities accountable to serve the SRHR needs of marginalised groups and assess the quality of services provided in this regard.

IPPF should work for change consistently over time if it expects to see SRHR progress in the long run. Having longevity in advocacy will rely on the Federation building its capacity to handle difficult situations, be 'street-smart' and culturally sensitive in the areas in which it works. The Federation should also remain consistent in providing services while continuing with advocacy for SRHR changes.

Further to the suggested meanings of bravery and courage to IPPF, there are questions that still need to be explored. The Federation needs to clarify how it will convince donors and governments to support courageous and bold agendas. In cognisance of the risks associated with bravery and courage in some contexts, the

Federation needs to navigate how to be brave advocate for SRHR in restrictive legal contexts.

**Q3: How can the IPPF create a definition of courage and bravery that reflects global connectedness and local ownership?**

IPPF should demonstrate courage and bravery through acting quickly while being thoughtful and strategic. The Federation should place greater importance to working instead of talking, it needs to take a stand in pushing boundaries to protect SRHR and strengthening the capacity of local and social movements. Bravery and courage can also be expressed through the provision of services and advocacy.

The Federation should invest in collaborating and connecting internally. MAs need to work together in solidarity and should meaningfully engage communities in programmes to build local ownership. Global connectivity will support advocacy efforts across different regions and will allow MAs to be braver and more courageous.

Barriers to SRHR need to be identified and addressed by the Federation. This requires a willingness to address difficult issues, as well as to work with young people in different countries to identify the best ways to address barriers to their access to SRHR services.

Defining courage and bravery for IPPF will require a clarification of the differences between the two concepts and their definitions in varying contexts. Courage can be interpreted as thoughtful and related to moral values, whilst bravery might be seen as more of a spontaneous or instinctive response. IPPF needs to consider the local contexts of different regions while defining courage and bravery. This should include considering cultural differences to avoid imposing a singular definition that may not align with local values and beliefs. Providing an opportunity for MAs to define bravery and courage for themselves will enable more transparent conversation and reflect what the values mean for everyone everywhere, using a flexible and acceptable way for each location.

## Case Study 1 – Values in Action

*The government is passing restrictive laws on LGBTQI people.*

**What should the local MA and the Federation as a whole do to demonstrate that it is being brave and in solidarity with LGBTQI people?**

The Federation and MAs can contact the organisations working on SRHR to get more information before determining a response. This includes identifying influential stakeholders and support needs for organisations in the frontline of SRHR service-delivery and advocacy. In the European Network for example, the IPPF is connected to many SRHR networks and so they can contact people that can champion the cause. In such a context, IPPF can support identified local champions so that their work is more effective. In addition to these, the Federation and MAs need to generate evidence that can inform law reforms at country-level.

Once needs are identified, the Federation and MAs can adapt to the needs of the country and tailor a response. MAs should change the skills they use according to the identified needs, for example, MAs can take a more diplomatic approach through advocacy if the government passes laws to discriminate against LGBTQI people. If circumstances don't change for the better, then the MA can call on other MAs and the Federation to provide support and advocacy on a more general level. In such cases, the different MAs can provide support as a function of their individual capacities. More generally, the Federation needs to change the way it works depending on the realities in different countries.

Strengthening collaboration through sharing knowledge and skills, can demonstrate bravery and courage. MAs have a wealth of experiences that can be shared to help respond to restrictive laws. For example, if there are successes in the legal field, these lessons should be documented and shared with other MAs. If in Congo they succeed in getting support for CSE, then the MA in Congo should share their lessons with other MAs so that learning is shared.

In preparing a response, the Federation needs to identify possible risks and the strategies to mitigate them. The Federation needs to identify the risks involved with bravery and courage and how these will be managed at MA level. In exercising bravery and courage, the Federation needs to identify how it will protect people from the risks involved. Specific instances were identified for the Federation to consider when exploring the risks associated with bravery and courage as follows:

- What should IPPF do if there is a law that makes it illegal to work with LGBTQI

people? What can other MAs do to support them?

- How can IPPF use bravery and courage to protect people?
- When a government is not creating supportive rules for SRHR and advocacy isn't working, can MAs go in the streets and demonstrate? Is that an expression of bravery?

The Federation and MAs can act together to protect the rights of LGBTQI people. Together, they can advocate on behalf of the individual health of people, regardless of their circumstances. They can passionately and collaboratively stand up for inalienable rights, using both diplomatic and activist approaches. All MAs can be called upon to act together on this because protecting the rights of sexual minorities is a human rights issue. There is strength in numbers; in some contexts where it is difficult for an individual MA to stand up for the rights of people, working in concert with other MAs can help identify and pursue innovative solutions to do this. Specific actions that can be taken by Federation and individual MAs include circulating digital petitions to garner public support, lobbying like-minded member state actors and publicly denouncing actions that discriminate against LGBTQI people.

Adopting a human-rights-based approach will help demonstrate bravery and courage within the Federation. IPPF should focus on the right to health specifically and the human rights of individuals in general, especially when advocating for the rights of LGBTQI people and sex workers in countries with restrictive laws. In adopting a human-rights-based approach, MAs need to consult international human rights tools and assess the articulation of the rights of specific minority groups within the laws of the country before crafting an advocacy response.

The Federation should continue to invest in advocacy, movement-building and incentives for legal change as it works to protect the rights of LGBTQI people. MAs should find in-roads within government, build alliances with the local SRHR movement and be a catalyst of change in-country. MAs are well-placed to lead advocacy efforts as they hold positions of power in their countries and can make in-roads with governments in bridging the gap between governments and communities. They can question parliamentarians, interrogate why laws are being passed and help communities to safely express their opinions in requesting changes to SRHR laws and policies.

More importantly, the Federation and MAs can promote advocacy activities led by LGBTQI people in MA programmes with respect and dignity. They can also establish strong networks with activists and human rights advocacy entities that support

LGBTQI persons locally and internationally.

At service-delivery level, MAs can improve the quality of health care services provided to LGBTQI people by ensuring that healthcare facilities are inclusive and sensitive to their needs. This can be done through training service providers to eliminate biases, as well as creating safe spaces in clinics.

## **Case Study 2 – Values in Action**

*Many girls, women and trans men and non-binary people are unable to access abortion services due to a combination of restrictive laws, humanitarian crises, socio-economic barriers and other obstacles.*

**How can MAs and the Federation demonstrate their courage to increase access to abortion?**

MAs and the Federation can advocate for the legalization of abortion. They can work to ensure that access to abortion is authorised in all countries. They can work to set up conditions and approaches for the provision of abortion services, as well develop accountability mechanisms that track whether everyone can access abortion without restrictions. As part of this effort, MAs can work to educate decision-makers on the benefits of legalising abortion and making it accessible to every community.

MAs and the Federation can work to raise awareness on the misconceptions and stigma surrounding abortion by providing evidence-based resources to decision-makers and communities. They can deliver communication campaigns that generate demand for abortion services using local content and working in partnership with informal community groups. Such campaigns should address questions on why there is a need for abortion, how it is linked to the quality of life of the child and who wants to have an abortion. The Federation and MAs can build support for abortion services by collaborating with other rights movements and sharing a repository of brave and courageous abortion service providers among vulnerable groups. In building links with rights movements, the Federation can work to ensure the inclusion of abortion rights in the demands of these social movements.



Courage and bravery can be demonstrated by improving the quality of abortion services that are provided. Values clarification and attitude transformation training can be facilitated for service providers, in order to address conscientious objections by conservative service providers. Demand generation information and communication materials at health facilities should be made non-binary, so that more people can access services. MAs can also consider expanding strategies for service provision to include self-care and digital outreach. They can connect with like-minded healthcare providers to build supportive networks, as well as dedicate specific days for services to be provided for non-binary and trans groups.

The IPPF needs to source discreet and increased funding to avoid having a reliance on government budgets for abortion services. Such funding would be managed without the need for government approval and should include support for social movements advancing advocacy for access to abortion services.

A question was asked on how service providers can advise on more clandestine abortions, but the group did not seem comfortable to comment on this as they preferred to only discuss how to work within the law.

## **OBSERVATIONS & CONCLUSIONS**

Participants in both focus groups were engaged from the very beginning of the session and seemed to have a good understanding of the topic at the onset. The level of engagement increased as the focus groups continued, and it was easy to manage the increased intensity of conversations because they were small groups. However, it was difficult to see people and pick up non-verbal cues as most people's cameras were off during the discussions.

Key takeaways from the focus groups were that bravery and courage were not new concepts for the Federation as MAs were already demonstrating these values in their work. What is needed is a clearer and actionable set of directions on how the Federation is expected to be bold and courageous globally and within its MAs. This was identified as important and urgent, given the rise in SRHR opposition and the

growing need to provide guidance on how to manage the risks associated with being brave and courageous. One of the focus group facilitators cautioned that too much bravery could be counterproductive, and that if not done sensitively it could hurt the communities that it was meant to benefit.

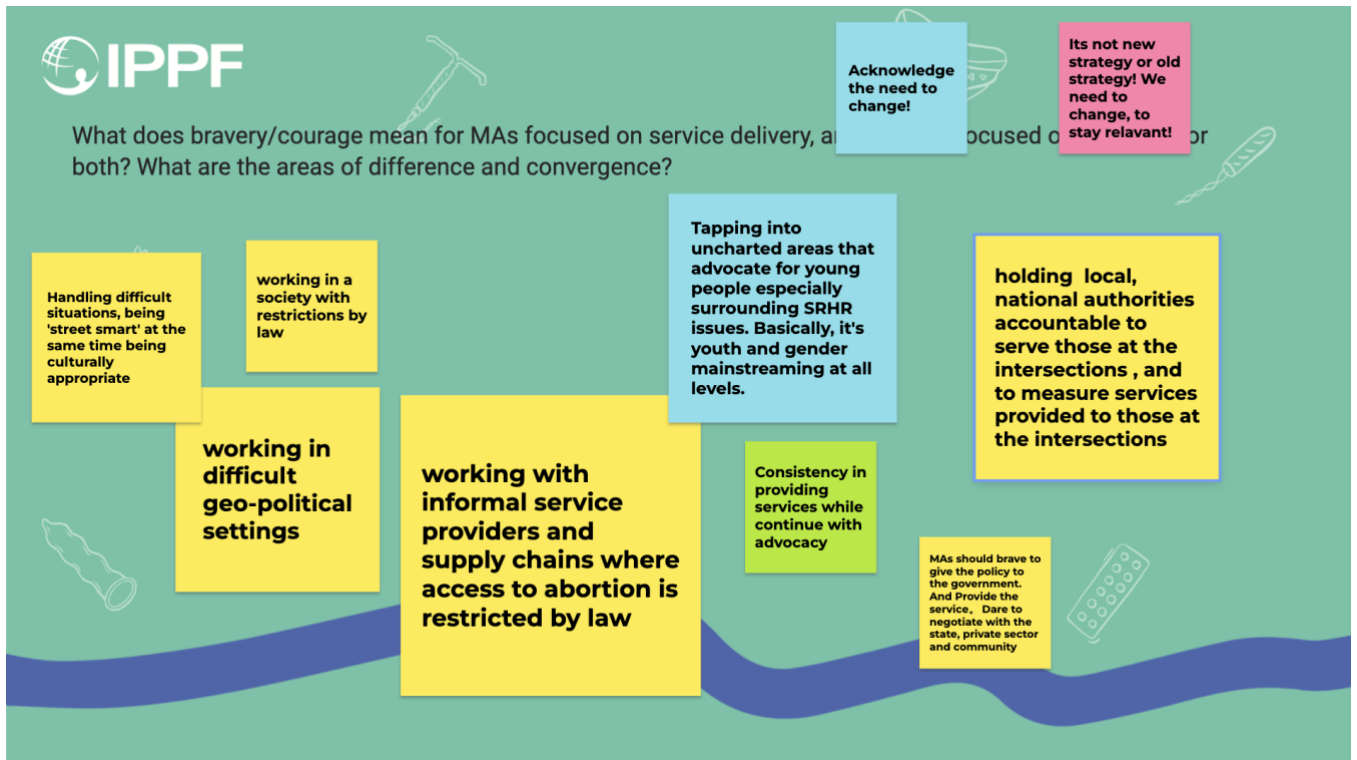
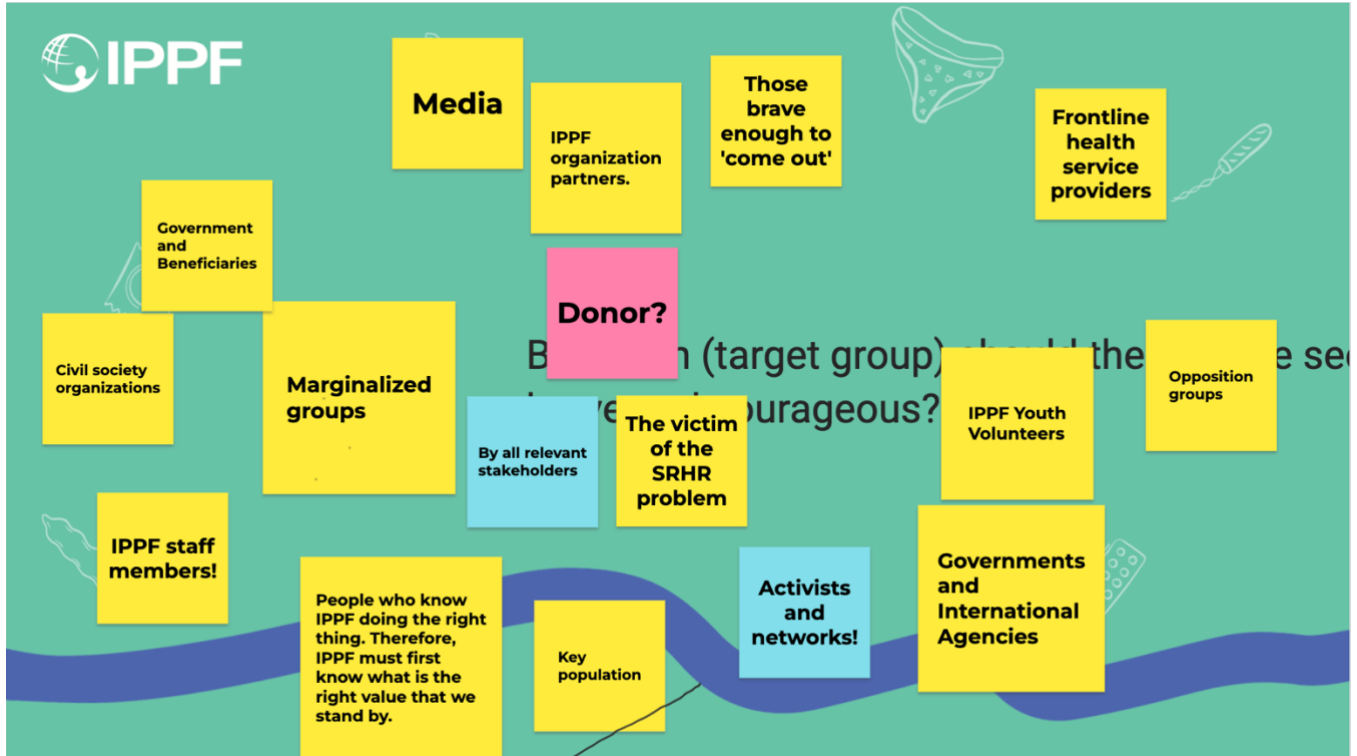
The format of the focus groups was lauded by some participants and recommended for use in exploring other values clusters. One of the focus group facilitators recommended that future consultations involve more young people and take advantage of face-to-face meetings. Participants also spoke to the need to consult more broadly on the cluster of values to better understand contextual differences, as well as areas of convergence/agreement.

## ANNEXES

### Participant List

	<b>Name</b>	<b>Country</b>	<b>IPPF Region</b>
<b>1</b>	Joel Eklou	Togo	ARO
<b>2</b>	NYADJO YOMBO Armel	Cameroon	ARO
<b>3</b>	Carl Osvald	Sweden	EN
<b>4</b>	Manisha Bhise	India – Sec	SARO
<b>5</b>	Dadchaneeya Ruttanasiri	Thailand	ESEAOR
<b>6</b>	Harjyot Khosa	India - Sec	SARO
<b>7</b>	Iyasha Leena	Maldives	SARO
<b>8</b>	Najibullah Samim	Afghanistan	SARO
<b>9</b>	Silvester Merchant	India - Sec	SARO
<b>10</b>	Siphilie Zwane	Eswatini	ARO
<b>11</b>	Reine Stephanie Thiombiano	Burkina Faso	ARO
<b>12</b>	Luca Stevenson	European Sex Workers Alliance	EN
<b>13</b>	Ghedira Fethi	Tunisia	AWRO
<b>14</b>	WINNIE NTUMBA NGO SONGO	Cameroon	ARO
<b>15</b>	Jean Pierre	Cameroon?	ARO

### Jamboards





IPPF and all MAs will tell the true and do the right thing of SRHR for everyone and everywhere by using the flexible and acceptable way for each area.



## How can the IPPF create a definition of courage and bravery that reflects global connectedness and local ownership?

Considering cultural differences to avoid imposing a singular definition that may not align with local values and beliefs

### Taking a stand

Meaningful engagement of all key and relevant players from programme or project inception through to evaluation and outcome dissemination levels.

Strengthen local/ social movements

IPPF needs to consider the local contexts of different regions while defining the courage and bravery.

Pushing the boundaries to protect SRHR

Stay relevant with changing times make way for marginalized communities and also be mindful of local contexts.



build evidence that can inform law reforms

Find inroads within government. Build alliances with the existing movement and play a catalyst of change!

Train service providers in dealing with their personal bias

include LGBTQI persons in MA programmes with respect and dignity

Ensuring healthcare facilities are inclusive and sensitive to the needs of LGBTQI individuals,

## Case study 1. The government is passing restrictive laws on LGBTIQ people. What should the local MA and the Federation as a whole do to demonstrate that it is being brave and in solidarity with LGBTIQ people.

Promote the activities that run by LGBTIQ.

Reward governments that promote LGBTIQ

Circulate a digital petition to be signed by members and allies of the LGBTIQ+ community.

Adopt new strategies: self care digital outreach!

Lobby with Member state actors, who are like minded and have supported us in past

Use its influence and might owing to decades of its hard work with the government to influence the case positively.

Establish and maintain strong networks with activists and human rights advocacy entities locally and internationally in support of LGBTIQ+ persons.

Denouncing Actions That Discriminate LGBTIQ People?





## 2. Creativity, Innovation, Adaptability, Flexibility Focus Group Zoom, 11 July 2023

### INTRODUCTION

The IPPF Charter of Values focus group discussion on creativity, innovation, adaptability and flexibility was held on Tuesday 11<sup>th</sup> July 2023 via Zoom. The focus group was open to a small group of participants invited from different MAs and held in English. Invitations were sent to individuals selected by the Charter Guiding Group, Identity Initiative team and regional offices.

The focus group was composed of 6 people (excluding Identity Initiative staff and interpreters) from the South Asia Regional Office, India, Mauritius, Bhutan, Democratic Republic of Congo and Togo.

The aim of the focus group was to explore the concepts of creativity, innovation, adaptability and flexibility, to identify in the first instance if this cluster should be considered a value, and how it applied in case study situations.

### DISCUSSION

Co-chaired by Charter of Values Guiding Group members Kalpana Apte and Sihara Liyanapathirana The discussion opened with a presentation on why this

values cluster was developed and the suggested guiding questions that would be teased out through exploration and case studies. It was shared that previous consultees had shared the need for IPPF to function flexibly, adapt approaches adopt innovative solutions to challenges as they emerge. The guiding questions included:

- How should the IPPF balance openness and flexibility, with structure and efficiency?
- What does a creative/innovative IPPF look like in practice?
- What does it mean to be a youth-focused organisation?
- What are some examples of this value in practice. For example, what does creativity mean for advocacy? How should MAs/Federation adapt to different contexts? What does innovation mean in service delivery?

To support this discussion, participants were asked to respond to a questions and two case studies to reflect on these values in practice.

#### QUESTION 1: What are the risks and challenges inherent in these values?

There was consensus that these values are important to IPPF's work including at the national level but that there is risk associated with these values being "overplayed," and that they apply to different aspects of its work.

Participants felt that innovation could support IPPF's work through inspiring better engagement with underrepresented communities, and sustained innovation to support these groups in service delivery. They felt that this "community-led innovation" is as important to IPPF as technological innovation. There was concern that not all MAs and countries have the same capacity to innovate as a result of lack of funds or resources. It was emphasized that any innovative processes – either social or technical – need to be undertaken with the real people and reflect their needs; not applied in an external, top-down way.

With respect to creativity, there was acknowledgement that it is important to be creative in service delivery, but that at times too much creativity can lead to chaos. Participants shared that they need to be stable and continue the routine "business as usual" services in some areas. Creativity was also felt to need a clear goal; if MAs feel pressure to be creative all the time – for the sake of it – they may get distracted and end up implementing processes that are not in place or are not needed. Some participants felt that creativity should depend on what the need is for creative services and what they want to be creative about, as opposed to an "automatic" requirement. Creativity was also seen as important in crisis settings to allow MAs to adapt and pivot their work so they are able to respond to changing circumstances. Participants linked creativity to brand and communications as well. They identified

the need to be creative to keep attracting people to the services, and especially young people.

Participants also talked about the need to demonstrate adaptability in their services, for example, abortion care. One example was having a clear government directive that they were permitted to provide care, but faced resistance from the community; they were exploring how to adapt their messaging and care to reduce resistance to providing this care.

Participants questioned whether there is a difference between adaptability and creativity. They felt that as members of the SRHR community, they are always at the forefront of change, so in some ways it was a core values, but also it was just a way of working. They argued that IPPF needs to hold on to its core beliefs and functions AND respond to the world.

Flexibility was seen as positive, but only as it related to some aspects of IPPF's work. Participants felt it was important to understand where it is possible to be flexible and where it would be inappropriate. For example, finance processes shouldn't be creative and flexible, but programming and advocacy should be.

#### CASE STUDY 1

Many girls, women and trans men and non-binary people are unable to access abortion services due to a combination of restrictive laws, humanitarian crises and other obstacles. How would you demonstrate creativity and innovation to increase access to abortion?

Participants felt that the values of creativity and innovation could be reflected here through a range of communications, advocacy and service delivery approaches. These suggestions included:

- In contexts where the discourse of abortion as a right might not work, MAs could consider using a public health approach and messaging (it saves lives and reduces maternal and infant mortality).
- Communications could be more inclusive through the use of more neutral and non-binary messages and images.
- Involving community-based responders as staff and service providers, and not just beneficiaries.
- Gaining support for expanded legal frameworks through working with policy makers and engaging with like-minded partners and referring to regional agreements like the Maputo Protocol.
- Conducting values clarification, to identify information gaps affecting people's perspectives on access to safe abortion.

- Providing whatever care is possible, including post-abortion care after clandestine abortions.
- Engaging community leaders on social media, to secure their support for access to safe abortion.
- Conducting social change campaigns to build support for changes to the abortion law.
- Investing in strategic litigation

## CASE STUDY 2

You have received funding for a programme for cervical screening, but you know that there is a lot of unmet need in the community for reproductive health. How can you demonstrate flexibility in your programming, while still respecting the donor?

In grappling with this question, participants recognized the need to respect the donor's wishes but also stretch as far as possible. They suggest that it's important to always pitch to donors for an integrated approach to cater to the needs of every person. However in circumstances where it is not possible, they would demonstrate flexibility by cost sharing, or developing a programme where some costs come from one budget (say human resources) and the other (say services) is funded by the donor. Pooling resources across programmes was also suggested. This pooling could take place within the MA or with a range of partners to co-fund initiatives across different organizations.

They also suggested that while ensuring that the deliverable set by the donor needs to be respected, they could use reporting to raise the issues that this method of funding has and to recommend different approaches.

## CONCLUSION

There was strong consensus that the values of Creativity, Innovation, Adaptability are important to the programmatic and advocacy work of IPPF but that they have less applicability in internal functions such as human resources, finance and operations.

There was also consensus that while it is important to work in a creative and innovative way, there are areas of IPPF's work that do not require constant



creativity and innovation; unnecessary or excessive creativity and innovation may lead to chaos or to deprioritization of some areas of long-standing work.

In terms of prioritizing the concepts shared, participants felt that the values of creativity and innovation were the most relevant to IPPF, and the others (adaptability, flexibility) were more related to how IPPF works, as opposed to it being one of its core values. It was also felt that it is important to reflect the balance between the need to be creative in some aspects of work, but not to require it where it is not needed or where the existing way of working is working.

A possible way forward is to have a Charter of Values that has three (short) sections:

- Who we are
- Our core values
- How we work

This would allow for many of the more operational ways of working to be reflected, but they would not be seen as a core value.

### **3. Accountability, Transparency and Integrity Focus Group Zoom, 12 July 2023**

#### **INTRODUCTION**

The IPPF Charter of Values focus group discussions on accountability, transparency and integrity were held on Wednesday 12<sup>th</sup> July 2023 via Zoom. The focus groups were open to a small group of participants invited from different MAs and held in Spanish and English. Invitations were sent to individuals selected by the Charter Guiding Group, Identity Initiative team and regional offices. The focus group was composed of 10 people (excluding Identity Initiative staff and interpreters).

The aim of the focus group was to explore in depth the concepts of compassion, empathy and love, to identify in the first instance if this cluster should be considered a value, and how it was applied in case study situations.

#### **DISCUSSION**

Co-chaired by Charter of Values Guiding Group members Marta Royo and Ndiilokelwa Nthengwe the discussions opened with a series of questions on the meaning of transparency, accountability and integrity. Participants were then presented with case studies to discuss how to demonstrate the values in practice.

The guiding questions included:

- What does 'radical transparency' look like for IPPF?
- What are the risks associated with increased transparency, and how can MAs be supported to mitigate such risks?
- In what ways can IPPF foster accountability for its values at different levels?

### **How would you define accountability?**

Some participants spoke to accountability as honouring what one is committed to by taking responsibility and acting with transparency. Their definitions included keeping information up to date, fostering collective decision-making and providing a participatory mechanism to control the delivery of organisational aims.

### **How would you define transparency?**

Participants described transparency as having a culture that promotes openness, being responsible, having clear parameters of work, providing equal access to information and opportunities, as well as sharing what is necessary to all stakeholders (i.e., beneficiaries, donor colleagues and fellow organisations). A few participants also spoke to the need for radical transparency, which they defined as being open about organisational operations beyond what is expected by stakeholders. Examples of radical transparency included sharing beneficiary data, quotations from invited vendors, shortlists of candidates for advertised positions and making all information available in the public domain.

### **How would you define integrity?**

Participants defined integrity as being honest, ethical, responsible and congruent or consistent in one's norms, regulations and activities. They explained that it involved not creating false expectations and reflected having high moral ground.

### **What does radical transparency mean for IPPF?**

Participants described radical transparency as sharing more information than what is expected, making important information easier to understand and

involving important stakeholders (communities, young people and federation staff) in decision making processes. Some participants spoke to the need to share all information about financial and human resource policies, systems and actions (expenses, recruitment, etc.) in a way that is easy to understand by any population group. One participant highlighted the importance of providing mechanisms for stakeholders to participate in decision making processes as part of radical transparency in the federation, ensuring that diverse stakeholders are involved at the beginning of such processes.

### **What are the risks associated with radical transparency and how can MAs mitigate those risks?**

The first risk that participants identified was the release of sensitive information like staff salaries, which can create misunderstandings amongst when not explained properly. Releasing such information can expose staff members to unexpected criticism. To help mitigate the risks associated with this, some participants recommended a gradual/phased approach to introducing transparency, becoming bolder at each stage and being responsive to the type of transparency needed in different contexts. Participants recommended a more localised approach to transparency, by adapting to the socio-political and economic context of each country before deciding on the kinds of information to share in different countries. They spoke to the need to adopt a different approach to transparency for internal and external stakeholders and urged the federation to be mindful of hierarchies of transparency depending on the culture and context of accountability in each country. The federation would also need to invest in information sharing exercises to ensure that staff and stakeholders understand the value and risks of transparency.

The second risk identified was that of human rights defenders being exposed and open to personal attacks when information about their work, location and other personal details are shared. Linked to this risk was the threat of religious/fundamentalist groups attacking service delivery points. To help mitigate these risks, participants recommended that information on human rights defenders only be shared with known allies as opposed to the general public, and that information be shared in a hierarchy that places clients' needs first. The federation would also need to limit its level of transparency to protect service

providers and human rights defenders, and to observe the laws of the country regarding data sharing and protection.

The third risk identified was that of governments restricting the operations of the federation based on the information shared. As a response to this risk, participants recommended limiting transparency in cases where it threatens the federation's relationship with the government or the security of the MAs operations, staff, volunteers and collaborators.

### **How can IPPF encourage values at different levels?**

Participants urged the federation to take small steps without overloading MAs, and to work closely with MAs to ensure that the values are understood and acted on in line with different contexts and aims. One participant acknowledged that MAs may have limited tools or knowledge to work on transparency and accountability, and as such, they would need the space to ask for clarity. Some stakeholder groups like youth would also need to have their capacity built to enable them to demand transparency and effectively hold the federation to account. For members facing economic limitations to their accountability efforts, they would need financial support so that they have the tools to act on the values.

*Figure 1: Participant Quote*

*If anyone is experiencing economic limitations impeding their engagement in accountability efforts, we need to address them. We need to strengthen the capacity of youth members so that they demand transparency. Sometimes we don't have the knowledge of what to ask for, and of the dynamics of accountability and transparency that we can use to advance our rights.*

### **Case Study 1**

In Colombia, abortion is decriminalized until the 24th week of gestation. One year after the Constitutional Court's decision, the public and the media want to know the exact number of procedures performed by Profamilia, the main service provider in the country. In addition to the number, they also demand demographic data of the patients: marital status, age, geographic location, even the exact gestational age at which the cases occurred during 2022. In line with the approach of transparency, comprehensiveness and accountability of the federation and its Member Associations:

- Should Profamilia publish these data?

- What risks does sharing this data pose to the organization?
- How to mitigate malicious use of the data by opposition groups?
- Would not publishing this data be considered a lack of transparency or accountability?
- Are there any similar examples in terms of services or populations served that you consider should have a different handling of the information?

Some participants urged the federation to be wary of media groups that may try to sensationalise issues whenever the federation attempts to be transparent. They acknowledged that even though there was no way to eliminate the risk of incorrect interpretation of information, the risk was not as stark because the information shared would not expose specific individuals. They also appreciated that the federation would be able to address any misinformation if there was an opportunity to respond to inaccurate media reports.

One participant explained that the federation had a social responsibility to talk about its work. They recommended that the federation focus its attention on sharing stories on the positive impact of its work and how it is improving people's quality of life. The federation could identify areas receiving negative publicity and find ways to share information on how those areas of work are improving people's lives. For example, the federation could share information on how their work had reduced the number of unsafe abortions and how they were enabling people to exercise their rights.

One participant cautioned members to be very careful about how they balance transparency, regarding the risks it presents to their continued operations. In their country, the MA changed the wording of the data entries for abortion by writing 'gynae service', which protected staff from being arrested. However, despite these precautions, their clinics were shut for two years.

Another participant notified members that in some countries like Spain, the obligation to be transparent with information comes from the government, and as such, they would need to share information in order to comply with the law. They registered this as a positive, in that MAs in such contexts wouldn't need to struggle much with accountability. Working in line with government demands in this way

would help both the government and the federation to be transparent, and for the federation to track how it was represented in the public domain.

Some participants shared follow-up questions which would be important for the MAs and the federation to consider with respect to transparency, integrity and accountability. The first question was 'Is the MA accountable to the media and public? This question was asked because of the understanding that MAs were accountable to their clients, and that their clients were entitled to privacy.

Figure 2: Participant Quote

*All MAs are bound when delivering services by the IPPF charter of client rights, clients are entitled to privacy. This level of information makes it very easy to triangulate and identify clients. We are not accountable to public and media here but to clients. We should not be sharing client data with anyone.*

The second set of questions were 'How do we balance confidentiality with transparency? Do we need every piece of data? Do we share it with the public?'. These questions were also based on concerns about the protecting the privacy of clients and mitigating the risks associated with sharing client data publicly.

Figure 3: Participant Quote

*If we are publishing the info publicly, we will erode the trust of the client, they might think that more and more personal information will be shared.*

## Case Study 2

As part of the implementation of the 2023–2028 Strategic Plan, there were changes in the Federation's structure that had an impact on IPPF's outreach and decision-making. Many voices were heard in the different regions and from the Secretariat:

- Where were the values of accountability and transparency seen during this process and where could they have been strengthened?
- How can the Secretariat support the Member Associations to be part of the strategic decision-making processes of the Federation?
- How can we encourage a clear and continuous process of accountability and transparency at the different levels of the Federation, from service user to global board?

A discussant lauded how the federation facilitated accountability and transparency through convening thematic roundtables, sharing surveys and supporting MAs to collect inputs from community members. They then recommended that the Identity Initiative team narrow down stakeholders for each decision-point so that there would be transparency and clarity on who should have access to what information.

Some participants urged the federation to clarify what the end point of the restructure would be and to explain 'the why of why people are leaving'. They highlighted that it would be important to meet the expectations of members by strengthening communication channels and improving transparency and accountability on these issues.

**If this were 2030, how should we be living accountability in the Federation and its Member Associations? Share one example.**

Participants highlighted that it could be done through implementing the 'Coming Together' strategy that commits the federation to leaving no one behind. Accountability could be shown through sharing data transparently to the communities where the federation works. They spoke to the need for the federation to do things well, have ethical clarity, adopt a broad socio-economic focus, support varied and diverse contributions, as well as exercise accountability constantly and dynamically. They explained that being accountable included raising the bar on issues affecting communities, by pushing for expanding choice and protecting rights.

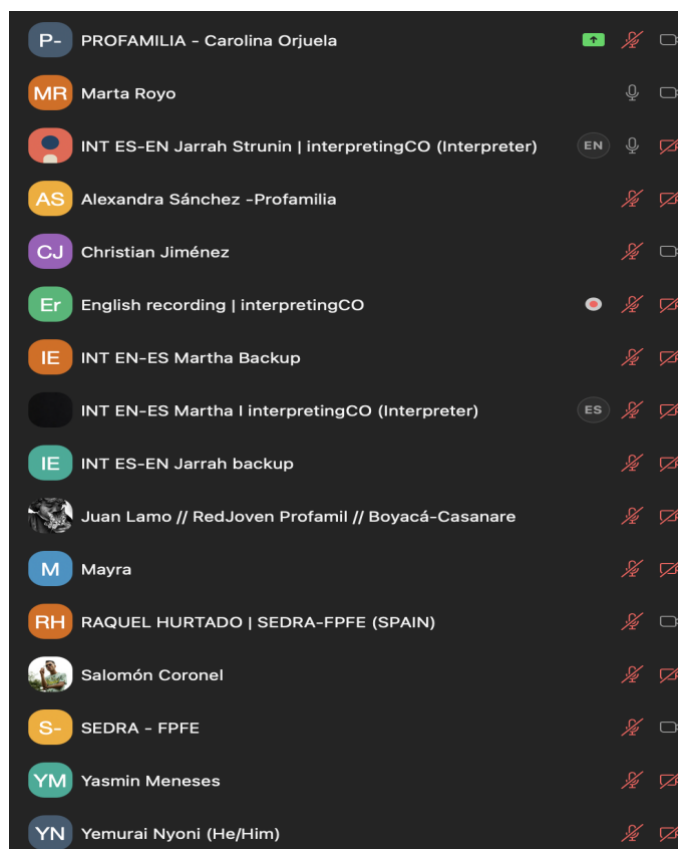
**If this were 2030, how should we be living transparency in the Federation and its Member Associations? Share one example.**

Participants highlighted the importance of including beneficiaries in decision-making and being transparent to them by having an open repository of information. They called for the federation to have a unified concept of transparency and to live by its values by translating them into practical actions beyond words.

**If this were 2030, how should we be living integrity in the Federation and its Member Associations? Share one example.**

Participants highlighted that the federation in 2030 would always incorporate interest groups at the beginning of program design. They would have real examples of integrity from federations at a higher level, with federation-wide reflections on successes as well as failures/opportunities. The federation would

also have a unified understanding of integrity as well as concrete processes to demonstrate it.



#### **4. Partnership and Solidarity Focus Group Report Zoom, 19 July 2023**

##### **INTRODUCTION**

The IPPF Charter of Values focus group discussions on partnership and solidarity were held on Wednesday 19<sup>th</sup> July 2023 via Zoom. The focus groups were open to a small group of participants invited from different MAs and the secretariat in Spanish (with English translation) and English. Invitations were sent to individuals selected by the Charter Guiding Group, Identity Initiative team and regional offices. The two focus groups were hosted on the same day at different times to allow for wider-spread participation.

The focus groups convened a combined total of 15 people (excluding Identity Initiative staff and interpreters). Participants connected from 11 countries.



The aim of the focus groups was to explore the values of partnership and solidarity, and to give participants an opportunity to provide recommendations on how to turn the values into action. The focus groups followed the first phase of consultations on the charter and rebrand which generated consensus that the IPPF should embody the values of partnership and solidarity, however, the definition of what it translates to in different contexts (global, regional and country level) remained open to debate.

In defining common beliefs and attitudes that define what partnership and solidarity should mean within IPPF, the focus groups explored the following questions:

- What types of actions do we want to see from IPPF and MAs that would capture this cluster of values?
- What single value best reflects the actions we're trying to express?
- What does Solidarity mean in practice – and is this value held universally across the Federation?
- How should the secretariat demonstrate these values towards the wider Federation?

They also explored two case studies about the values in action:

- Case study 1 - A country of a Member Association of the IPPF has just been inflicted by a humanitarian crisis, more than 10,000 families have been displaced and thousands of women and girls now lack any source to SRH services. As a part of the IPPF, and if Partnership and Solidarity are considered from the core values of the Federation, we would like to hear in your opinion
- Case study 2 - A network of youth and adolescent activists for Sexual and Reproductive Health, belonging to an IPPF member association are being attacked publicly and through social networks by conservative organisations on HIA and abortion, as a consequence of this plot against them young people and adolescents are being affected emotionally because they are afraid to go out on the streets for their physical and mental safety. As part of IPPF, and if Collaboration and Solidarity are considered to be core values of the Federation, we would like to hear your opinion.

## **DISCUSSION**

Participant views in response to guiding questions are summarised below.

**Q1: What types of actions do we want to see from IPPF and MAs that would capture this cluster of values?**

Participants shared that solidarity and partnership is even more important in the current climate, and that developing consortiums and having solidarity with other like-minded organisations can be a value and a strategy and approach. In humanitarian settings especially there is a lot of need for solidarity. Solidarity is also a benefit, as it can help gather more evidence and data.

Most participants felt that there is a distinct difference between solidarity and partnership. They felt that solidarity is a value but partnership is not a value, it is a strategy, approach and way of working. Some members felt that partnership is a way of working to strengthen networks and solidarity is a strategy to engage communities. Solidarity is providing support to groups in a particular field, and partnership is a win-win arrangement between two parties. One attendee believed that partnership is formal arrangement by two or more to manage liabilities and profits equally – a very functional perspective. With near consensus that solidarity is more clearly a value, the conversation focused primarily on the value of solidarity.

The actions of solidarity shared by participants are listed below. Solidarity is...

- helping and supporting each other – **unconditional** support
- sisterhood between different groups
- collaboration between MAs on ongoing work, in order to homogenize strategies and partnerships
- sharing best practice and information across MAs and lessons learned
- working on women's rights
- acknowledge other rights based movements / groups, though these movements may not be the primary agenda of IPPF for example workers' rights for equal / living wages
- engaging key populations and making communities part of programmes and actions

- active and rapid support from IPPF (political or for projects/initiatives) in case of crisis or political intimidation against an organisation and/or an issue in a country.

To act in solidarity IPPF must...

- allow for plurality of ideas
- see values from a youth perspective
- understand generational change
- disseminate and make visible the values
- Ensure staff from highest levels to front line providers be aware of and defend IPPF values
- accountability of member associations to the Charter of Values
- feel empathy
- forget about institutional selfishness and start working together because we have goals in common.

## **Q2: What single value best reflects the actions we're trying to express?**

In the English-speaking group, participants felt strongly that **solidarity** is an important value. Solidarity within IPPF can be seen as a value and partnership is a strategy. There was discussion of whether solidarity and partnership are a commitment, but another participant countered that commitment is underneath solidarity so we should stick with the word solidarity. In order for a partnership to be successful the value of the partner needs to be assessed to have a similar vision and agree on principles that should guide their collective effort, so partnership is strategic.

Whereas in the Spanish-speaking group, they decided that **community** is the strongest value. To see ourselves as a community, we have to see ourselves in each other and with empathy. Community covers empathy, solidarity, partnerships. We are a community that protects our bodies, our right, our freedoms. It can create a higher impact in the lives of people. As one participant commented "If I am represented at the health services, I will feel like part of that community and I will be more likely to defend them if they get attacked." While they recognised that it is hard to choose one value, they felt that community as the umbrella word includes the entire context related to it.

**Q3: What does Solidarity mean in practice – and is this value held universally across the Federation?**

Recognise and work to protect populations who are under attack or in danger, like transgender people, women, people in unstable housing/houseless, people in humanitarian settings. It is important to listen without judgement and speak without selfishness or competition. If there is an MA that works in restrictive settings, other MAs can give support, developing shared strategies for change.

There was agreement across the groups that solidarity must include a fiscal component, such as providing financial support or resources to service users. As well as to provide solidarity in resources across institutions.

**Q4: How should the secretariat demonstrate these values towards the wider Federation?**

Much of the focus here was how the secretariat can facilitate knowledge sharing, including timely updates to MAs. The secretariat should foster simple and accessible channels to share lessons learnt, activities and experiences.

The secretariat is also looked to assist with resource mobilization and tap into opportunities for support of SRHR.

In general solidarity from the secretariat will rely on it being proactive, responses and alert to the needs of MAs and the challenges they face.

**Case Study 1 – Values in Action**

*A country of a Member Association of the IPPF has just been inflicted by a humanitarian crisis, more than 10,000 families have been displaced and thousands of women and girls now lack any source to SRH services.*

**As a part of the IPPF, and if Partnership and Solidarity are considered from the core values of the Federation, we would like to hear in your opinion.**

The Secretariat needs to quickly take stock of the situation and tap into international funding. The Secretariat could allow flexibility to repurpose existing grants. The secretariat is encouraged to provide direct service support to the MA. Also provide political advocacy on international level, need political advocacy to ensure an immediate response from the government to respond to the crisis or challenge. Mobilise emergency funds for the MA.

MAs can express solidarity with fellow MAs, regional MAs can alert the regional office, do write ups and look for national funding. Strengthen partnerships with neighbouring governments and work on community resilience. MAs globally can share communication regarding the crisis, so that it is not ignored.

The groups felt it is important to also look outside of IPPF to external partners.

## **Case Study 2 – Values in Action**

*A network of youth and adolescent activists for Sexual and Reproductive Health, belonging to an IPPF member association are being attacked publicly and through social networks by conservative organisations on HIA and abortion, as a consequence of this plot against them young people and adolescents are being affected emotionally because they are afraid to go out on the streets for their physical and mental safety.*

**As part of IPPF, and if Collaboration and Solidarity are considered to be core values of the Federation, we would like to hear your opinion.**

It is important to have institutional support and speak up about this. Once the fear of going out in the streets are gone, can assess what went wrong on an advocacy level and learn how we can move better with respect to opposition, assess what needs to be better, what needs to change. The Secretariat could provide free mental health support for youth impacted. Engage a communications team to respond to online attacks. IPPF could contact authorities in the country to request guaranteed safety for the activists, it can use its weight to protect and to show that activists are not alone.

## **OBSERVATIONS & CONCLUSIONS**

Solidarity came out as a strong topic on conversation as a value along with community. Partnership was understood to be a strategy towards the values of solidarity and community.

Solidarity between IPPF Secretariat and MA-MA was understood to be reliant on transparent and timely information sharing. Also important is quick action in crisis or emergency settings to mobilise support to effected MAs and partners. These discussion grounded solidarity firmly as having materialistic and fiscal components where sharing of resources is required.

Solidarity and community, more so than partnership, is understood to include service users. IPPF can show solidarity and community with service users by engaging them in programming, provided judgement free services, and advocating for their rights, without expecting any in return.

It was also strongly felt that IPPF needs to look outside of IPPF and outside of SRHRJ to be in solidarity with other movements such as climate, women’s rights, and labour movements.

## ANNEXES

### Participant List

	<b>Name</b>	<b>Country</b>	<b>IPPF Region</b>
<b>1</b>	AAPF	Algeria	ARO
<b>2</b>	Manisha	India - Sec	SARO
<b>3</b>	Asifa Khanum	India	SARO
<b>4</b>	Dr Anjum	Pakistan	AWRO
<b>5</b>	Sabih Mouna	Morocco	AWRO
<b>6</b>	Sadok	Tunisia - Sec	AWRO
<b>7</b>	Yacoub Kadi	Chad	ARO
<b>8</b>	Emma Tangarife	Colombia	ACRO
<b>9</b>	Alessandro Zambrano	Peru	ACRO
<b>10</b>	CEMOPLAF (3 team members)	Ecuador	ACRO

11	Juliana Cesar	Brazil	ACRO
12	Rosa	Spain	EN
13	Emilienne	?	ARO

## Jamboards

**¿Qué tipo de acciones queremos ver por parte de la IPPF y las AMs que reflejen este conjunto de valores?**

- Pluralidad de ideas y consenso entre mínimos.**
- Apoyo activo y rápido de IPPF (político o para proyectos/iniciativas) en caso de crisis o intimidación política contra una organización y/o un problema en un país.**
- Personal convencido de los valores que tienen la IPPF.**
- Visualización de los valores de la IPPF.**
- Hermanidad entre diferentes grupos.**
- Responsabilidad de las asociaciones miembros hacia la Carta de valores.**
- Colaboración entre AM desde el trabajo que se viene realizando, con el fin de homogeneizar las estrategias y las alianzas.**
- Entendimiento del cambio generacional en el sentido de como estos valores influyen en las estrategias juveniles.**
- Ver estos valores de una perspectiva juvenil.**

**¿Qué valor individual refleja mejor las acciones que estamos tratando de expresar?**

- Compromiso**
- Liderazgo**
- Comunidad. Si hay comunidad hay apropiación de la otredad, nos dejamos de ver como una sola y nos vemos como un todo. Comunidad es empatía, solidaridad y compasión.**
- Solidaridad**
- Flexibilidad**
- Apoyo incondicional que se brinda de las AMs**
- Empatía**
- Comunidad, implementa y desarrolla los valores de la IPPF**

¿Qué significa Solidaridad en la práctica - y es este un valor universal en toda la Federación?

**Intercambio sobre acciones y experiencias que se tienen como AMs y ser solidarios con otras AMs sin egoísmo, y tratándonos con hermandad**

**Solidaridad financiera entre las AMs**

¿Cómo debería demostrar el Secretariado estos valores Colaboración, Solidaridad, Comunidad la Federación en general?

**Captar experiencias e ideas de las AMs**

**Mecanismo de comunicación e integración periódicamente sobre los desafíos que tengan en sus AMs.**

**Implementación de la estrategia 2023-2028**

**Reporte de como se van realizando la implementación de la estrategia.**

Un país de una Asociación Miembro de la IPPF acaba de sufrir una crisis humanitaria, más de 10.000 familias han sido desplazadas y miles de mujeres y niñas carecen ahora de cualquier fuente de servicios de SSR. Como parte de la IPPF, y si la Colaboración y la Solidaridad se consideran desde los valores centrales de la Federación, nos gustaría escuchar en tu opinión

**Brigadas móviles en las zonas mas afectadas.**

**Incidencia política a nivel internacional.**

**1. Comunicado público de solidaridad y acompañamiento para evidenciar la problemática. 2. Redireccionamiento de fondos desde la IPPF**

**Preguntar como se pueden apoyar y acompañar en ese proceso.**

**Respuesta de emergencia de manera rápida.**

**Disposición de mover recursos.**

**Creación de un Fondo de emergencia para estos casos**

**Incidencia desde los gobiernos de cada uno de los países**





## 5. Diversity, Equity, Equality, Inclusion and Respect Focus Group

20 July 2023

### INTRODUCTION

The IPPF Charter of Values focus group discussions on diversity, equity, equality, inclusion and respect was held on Thursday 20<sup>th</sup> July 2023 via Zoom. The focus group was open to a small group of participants invited from different MAs and held in English. Invitations were sent to individuals selected by the Charter Guiding Group, Identity Initiative team and regional offices.

The aim of the focus group was to explore the actions that IPPF (MAs, Secretariat and whole federation) should take to live the values of diversity, equity, equality, inclusion and respect.

### DISCUSSION

Co-chaired by Charter of Values Guiding Group member Jon Lomøy and IPPF's Anti-Racism Lead Rayana Rassool, the discussions opened with a diversity wheel exercise to allow participants to explore where they were in terms of diversity. It was followed by a series of questions on the values cluster, after which participants reflected on values in practice through case studies.

#### **Diversity Wheel Exercise:**

Participants were taken through a diversity wheel exercise to speak about the elements that made them unique. The exercise was designed to give participants time to assess where they were on the diversity wheel, how they saw themselves, what privilege was and the privilege they had. The steps of the exercise are explained in the table below:

Table 1: Diversity Wheel Explainer

- In the centre of the wheel is the individual – me and you, which is influenced and shaped by our experiences. What do we favour or disfavour?
- The second circle represents social factors that influence your life experiences. What impacts your life and how you think about others?
- The third circle represents the work environment, and the factors or culture that add to how you experience your work or gathering space.
- The outermost circle represents the “-isms” or overarching systems of power that indirectly and directly impact your life and can separate people who don’t look, talk or act alike. Where do these exist in your life?

Participants agreed that understanding diversity started with understanding oneself and taking time to reflect on the qualities that make one unique. This included understanding differences, life experiences, social factors and the intersectionality of many things that make people who they are.

### **Case Study 1:**

A photographer has been hired to take images in a certain country. The whole process of procuring the photographer was done without any input from the country Member association and eventually a photographer is procured from a northern country without considering local expertise within the country where the images are being taken. The photographer is procured from a global north country and while they have relevant experience, the procurement process excluded people from the local country which is based in the global south. A local photographer closely linked to the MA, feels they were overlooked for the opportunity.

*What should the local MA and the Federation as a whole do to demonstrate a commitment to inclusion and respect in hiring practices?*

Participants recommended that the MA have transparent and clear hiring policies in place and that MAs be included in discussion on work done in their countries. The federation could develop procurement policies that are responsive to local knowledge and expertise. Participants proposed that the federation introduce policies that give preference to local vendors and vendors who think global and act local. They also called for the creation of standardised processes of communication and photographic registration for the events hosted by the MA, as well as to give guarantees of transparency for the federation.

### **Case Study 2:**

A young person has been volunteering for an IPPF MA for the past 3 years and is

concerned that young people like them are still not involved in decision-making processes relating to the provision of health services and the design of advocacy programmes on youth SRHR.

*What should the local MA and the Federation as a whole do to demonstrate a commitment to inclusion and respect for young people and their contributions?*

Participants recommended that the federation have a clear position on how to involve young people at all levels and have practices in place to facilitate their involvement. This was said to include having youth-centred terms of reference, having young people in MA governance, developing a clear policy on how young people should be involved and ensuring that all people in the organisation know how to actively support youth engagement. Young people would need to be informed of the ways in which they could be involved in the federation and given opportunities to represent their MAs with autonomy. Additional recommendations included providing job links to youth and conducting an analysis of some of the ways that are being used to involve young people, so as to understand what works and doesn't.

### **Case Study 3:**

A transmasculine person wants to terminate their pregnancy, all of the resources they have accessed online and in pamphlets have referred to mothers and used feminine pronouns. They are worried about attending the clinic because they are scared that

- The clinician will refuse to treat them;
- They will be asked invasive questions about their gender identity and sexuality;
- Their relationship with their boyfriend won't be respected;
- They will be misgendered at the service;
- Their privacy won't be respected and that will put them in danger.

The person is not able to access the abortion they need.

*What could the local IPPF MA and the federation as a whole do to ensure that LGBTQIA+ people have access **and feel able** to receive care.*

Participants expected that the federation would establish trans-friendly health services. They proposed that the federation support for inclusive service provision through hiring trans persons as service providers, using inclusive gender-neutral language in all its communications and ensuring that service providers were adequately trained. The federation would also need to have processes that promote access to safe abortion for all people and to collaborate with local communities to promote services to vulnerable groups.

**Intersectionality:**

Participants were invited to take part in an exercise in exploring how the consideration of intersectionality might change actions on diversity, equity, equality, inclusion and respect. The overwhelming consensus from the discussion was to prioritise the most pressing health need of the individual in question.

**6. Volunteerism, Flexibility Focus Group****Zoom, 25 July 2023****INTRODUCTION**

The IPPF Charter of Values focus group discussion on volunteerism was held on Tuesday 25<sup>th</sup> July 2023 via Zoom. The focus group was open to a small group of participants invited from different MAs and held in English. Invitations were sent to individuals selected by the Charter Guiding Group, Identity Initiative team and regional offices.

The focus group was composed of 11 people (excluding Identity Initiative staff and interpreters) from South Asia, the European region and Southern Africa.

The aim of the focus group was to explore the concept of volunteerism, discuss what it means in practice and how it's perceived by stakeholders, and determine whether it should continue to be an IPPF value.

Participants were asked to reflect on:

- Whether governance can be separated from volunteerism
- What volunteerism should – and shouldn't – look like
- Whether volunteerism is a value or a way of working
- How we can ensure volunteers reflect the communities in which IPPF works

The discussion was very divided, with some participants feeling very strongly that it is a core value of IPPF and others feeling that it is inherently exploitative. Because of the depth of feeling and shape of the discussion, this report has been structured to reflect the themes that emerged (as opposed to guiding questions), and proposed ways forward.

Participants clarified that young people are not the only volunteer group that IPPF works with; some MAs also work with a wide range of volunteers from all communities including women, LGBTQI+ people, people living with HIV, drug users

and migrants. It was also recognized that IPPF would like to diversify its volunteer base further.

It was clarified for the group that discussions about “payment” for volunteers were not the same as staff salaries or consultancy. They refer to per diems and honoraria (small payments in recognition of loss of income and time committed). To avoid confusion, the term “honoraria” will be used to describe these payments in this note.

### THEME 1 – Reflections on the core concept

Discussions on the core concept of volunteerism were very contentious, with two strong perspectives emerging.

One group of participants felt that volunteerism is a core value and that it sits at the heart of IPPF. They argued it has built the organization and stated that “without volunteerism IPPF is just a service delivery federation.” One participant shared that volunteerism is an “adjective, verb, noun, way of doing things,” and that it ran through all IPPF on a practical and a cultural level.

They defined volunteerism as individuals offering their services, skills or time without expecting anything in return, and who were motivated by belief to contribute their resources to a bigger movement. They expressed that volunteers should be motivated by positive and altruistic feelings towards the movement or organization, and not by other external factors such as money or recognition. They associated words like “champion” with this value.

It was agreed that volunteers were motivated to contribute by a sense of service and “giving back”, and by feelings of solidarity and representation, and that both were valid.

Participants were also encouraged to consider the organizational requirement for volunteer labour; IPPF relies on strong youth engagement across its programmes, which supports its reputation with donors. Without volunteers, IPPF would struggle to achieve the goals it is funded for, and this two-way relationship (the volunteer wanting to participate AND IPPF needing them to) should be considered in this discussion.

Another group of participants was not supportive of the value of volunteerism as a core IPPF value, and challenged some of the assumptions it was based on. They felt that “free labour should not be glorified” and questioned the assumption that it was inherently better or more valuable than the paid work done by MA staff. If volunteerism is a core value (instead of, say, community or solidarity), the message

is that unpaid labour is in itself desirable, which was thought to be questionable. One participant suggested that volunteerism as a concept is a direct inheritor from Protestant and colonial ideologies and questioned strongly IPPF's commitment to unpaid labour as a principle of its work.

Because of the barriers to participation and the lack of representation as a result, participants also felt that it was in direct opposition to other concepts and values in Strategy 2028 such as equality and participation.

There was also concern with the suggestion that unpaid volunteers represent certain positive and altruistic values, while those that would like to have their time and expenses recognized don't share those values or are lesser people.

## THEME 2 – Recognition and barriers to participation

All participants recognized the need to expand the volunteer base at IPPF, and all agreed that it was important that volunteers reflected the communities that IPPF served. They recognized that many MAs are losing people and resources and that the approach to volunteerism has to change. There was a recognition that the current volunteers may not reflect "the world we're serving" and that it was a governance responsibility to attract new volunteers and ensure that they are representing the full range of SRHR, not just family planning.

The barriers to participation from diverse groups were discussed, and participants suggested that one of the barriers was the need to reach out to other communities and like-minded networks to involve a wider group of people in IPPF's work. They felt that offering inclusive volunteering opportunities with support and training would make volunteering more interesting to wider communities. It was agreed that volunteering should be meaningful and valued, and that organizations must value and acknowledge the work that volunteers do; this was seen to support volunteer engagement.

Some participants identified the lack of honoraria for volunteering as a barrier to attracting more diverse volunteers, noting that "only the most privileged people can afford to work for free." This is especially an issue in youth networks. They argued – based on consultations with youth networks and other non-youth networks globally – that compensating individuals for their time (so they are not at an economic disadvantage because of their participation) would allow more communities – and more marginalized communities – to become more active. It was noted that because of the barriers to participation, the structure of volunteerism winds up being sexist and classist.

While there was agreement in the group that volunteers should receive recognition for their contribution to the organization, there was a strong disagreement on the question of whether or not volunteers should receive honoraria payments for their time.

It was clarified throughout the conversation that the payments being recommended were honoraria, not staff salaries. They are designed to cover per diems, transport, the cost of volunteering (i.e., covering childcare if needed) and recognize lost income (due to not being able to take on paid work during the period of volunteering). This point was not well understood by all participants who continued to refer to honoraria payments as “financial benefit” and “payments.”

The YSAFE proposal for honoraria payments for participation in their Steering Committee was referenced as potential practice for IPPF to follow. This is in reaction YSAFE feedback from the Regional Youth Forums 2021 that IPPF should recognize “that the ability to volunteer for free is a privilege, and that marginalized people, especially youth, face different financial and time barriers to participating in IPPF than privileged people do; allocating resources for adequate compensation for their time to [would] enable them to participate as activists equally.”

Some participants felt that “expecting monetary benefits is not volunteerism” and that volunteers should be strictly altruistic and not expect anything in return. There was also concern that providing volunteers with honoraria payments would confuse their role with that of staff.

One participant posed a theoretical question, asking: “If you have a limited budget of \$100 - \$50 has to be spent on staff and \$50 on work in the community – would you reallocate some of the community funds to pay volunteers?”

One participant responded that “utilizing community resources, for personal use is not volunteerism.” Another suggested that resources should be spent efficiently and not randomly on volunteers. On the other side of the debate, others questioned the creation of a budget that relied on unrecognized labour to deliver: “If we can't afford labour, we can't afford labour! We shouldn't justify making people work for free just because we have limited funds.” Another reminded the room that the discussion isn't one of budgets –it's one of values, and to consider if this is a core value of IPPF.

Some participants noted that “free labour costs money”: volunteers must take time off work or schooling, pay for transport, childcare and other expenses. So, the discussion isn't about monetary benefits for volunteers, it is about ensuring that

volunteers don't lose money because of their participation and that more marginalized communities are able to engage.

They also felt that the idea that volunteers shouldn't "expect anything in return" is a very romantic view and does not consider the reality of volunteering. They also felt that it isn't negative to expect something in return (gaining experience, strengthening CVs or aiding in career) and that volunteers should not be negatively judged for this.

Participants shared that every context has a different meaning and cultural of volunteerism and IPPF should be sensitive to this and not impose a particular approach.

### THEME 3 – What it is and isn't

Participants had a discussion on what volunteerism should entail, and what it should not. There was consensus that volunteers need to be representative of the community and should be engaged in designing services and interventions. It was felt that they have a key role in highlighting the SRHR issues their communities are facing in policies and programmes, and to support other volunteers and peers to achieve their rights. They suggested that volunteers should have active, passionate involvement in a project or position that fits their abilities and talents. It was agreed that volunteering should be meaningful and valued, and that organizations must value and acknowledge the work that volunteers do; this was seen to support volunteer engagement. Further, volunteering should be empowering, collaborating, and reflect equal power relationships.

Respecting the boundaries and responsibilities of volunteers is essential to healthy volunteerism; creating dependency is not within the value of volunteerism, and that volunteers should not be taken for granted.

### SUGGESTIONS AND CONSENSUS

While there was a lot of disagreement on the question of whether the value of volunteerism is a positive one, and whether volunteers should receive an honoraria payment to recognize their time, participants did reach consensus on a few areas, including:

- The need to ensure that cadre of volunteers is more representative of their communities and that MAs should have the space to implement volunteer programmes.
- That volunteers should not be in financial hardship because of volunteering and should have their costs covered (i.e., per diems, transport, childcare).



Other suggestions made included:

- Developing internship programmes – either paid or unpaid – to operate as a role between staff and volunteers; it was noted that unpaid internships are illegal in many IPPF territories and some felt that there are ethical problems involved in creating internships, even paid ones, where there isn't a track towards full time work.
- Developing a campaign to keep the passion about IPPF volunteering going.
- Developing better terms of engagement with volunteers that reflect their priorities and the mutual agreement between the organisation and the volunteer.

For the Charter of Values, participants reflected that the value of volunteerism is based on a desire to connect and contribute, and a personal commitment to the issues. It was suggested that because of the connection that it has with wider and deeper values, it could be listed as an attribute of solidarity or passion. Volunteerism is a pathway to solidarity and a way of expressing passion for the movement and the issues.

## **7. Passion, determination Focus Group**

### **Zoom, 26 July 2023**

#### **INTRODUCTION**

The IPPF Charter of Values focus group discussion on passion and determination was held on Tuesday 26<sup>th</sup> July 2023 via Zoom. The focus group was open to a small group of participants invited from different MAs and held in English. Invitations were sent to individuals selected by the Charter Guiding Group, Identity Initiative team and regional offices.

The focus group was composed of 7 people (excluding Identity Initiative staff) from Ghana, India, Serbia, The Netherlands, Togo, and the European Network Regional Office. It was chaired by Guiding Group members Ammal Awadallah and Nanthakan Woodham.

The aim of the focus group was to explore the concepts of passion and determination, to identify in the first instance if this cluster should be considered a value, and what difference it makes in practice. Feedback from the all Federation webinar was shared and participants discussed four guiding questions. Most of the

discussion focused on the value of passion; determination was mentioned only rarely.

#### QUESTION 1: Is "passion, determination" a value?

Participants were strongly united that passion is a value and that it is at the core of IPPF. They felt that passion is a drive that you feel from within, and it's shared by everyone in the SRHR field. Although the focus could be different – such as a passion for women's rights, young people, a sense of justice – there is a sense of a shared passion for the agenda. It was described as a crucial, unifying and overreaching value, and helps the SRHR community to go further and achieve more.

Participants attributed the value of passion as the "fuel" to their work, and the driving force to get them out of their comfort zone and go into more uncharted waters. IT enabled them to move forward despite the odds, and to face opposition and challenge: "it is what keeps us going."

When updating their organizational values, Rutgers chose "passionate" as a value in recognition of its importance to their work.

It was recognized that the working definition of passion – "when you love what you do, why you do it and the people that you serve" is very big and can be hard at times. It was felt that passion is what gets you through challenging times or the areas of work that are not inspiring or positive. They felt that their passion for making a contribution to the sector was what helped them do the areas of their job that were less engaging – and that the other values ran through that work. One participant talked about how they do the administrative aspects of their work well because they want to reflect the value of accountability and transparency – and that was the impact of having passion. Because of this, participants felt that passion is a unifying value that runs through all other values. It should be implemented at all levels and through all other values. Passion is what makes IPPF different. Participants recognized that – although they are paid for their work – they are not working in SRHR for profit, they are doing it for social justice and commitment.

Participants discussed how passion needs to be nurtured and supported. Working in challenging environments and not having adequate funding can reduce passion and make it more challenging to work with passion. Passion needs to be supported by adequate resources and sustained by funding. It can't happen in a vacuum, and we must work to create positive environments and support individuals in order to sustain their passion. Toxic environments crush passion.

Participants felt that Restrictive contexts affect passion “because you always have a target on your back and this requires constant adaptability and always responding to context” passion drives this resilience.

One participant felt that we need to recruit people with passion and determination, not just skills, and this is what will set IPPF apart from others.

Participants also recognized that there is a risk that passion can lead to burn out. Because passion means that we don't take shortcuts, participants felt that the risk of burn out is high, and care must be taken to protect the rights and health of staff, volunteers and other workers to keep their passion alive. It is imperative to recognize boundaries and limitations and promote wellbeing.

#### QUESTION 2: Where have you seen passion at IPPF?

All participants reflected that they have seen passion at IPPF, either in themselves, co-workers, clinicians, psychosocial workers, and volunteers. It was described as “a strong feeling in the core of the core of the core.”

They saw it in the determination to overcome the opposition and continue to serve in challenging contexts. They reflected that it is much easier to give up or step back from the opposition they face, but passion is what gives them the strength to continue to stand up and speak out. It also gives them the ability to continue their work, even when facing backlash from family or friends.

One participant talked about her passion coming to life when she and her team go the extra distance to secure funds to save a refugee girl's life, and feeling so proud that, at the end of the night, they were able to support her.

Another talked about her passion driving her participation at Women Deliver, despite being sick.

The passion and commitment of an individual was shared – in the 1970s this person opened a harm reduction clinic in Porto and nearly 50 years later is still doing outreach for sex workers, drug users and trans people.

One participant mentioned the IPPF staff association, working to protect secretariat staff during the restructuring as an example of passion – and how it supports other values. Through their commitment, the members of the staff association promoted accountability, transparency, and protection of workers' rights.

It was also seen in places that often seem to lack passion – such as in advocating fighting in UN spaces, or in the establishment of networks across differing sectors or perspectives. These are challenging areas of work and require passion to deliver.

Participants felt that passion makes a big difference at the MA level and allows them to be strong enough to go the extra mile every day. It's the fuel that keeps them going. Some participants who started out as volunteers said that it is their passion and the passion of the organization that has inspired their participation and service.

**QUESTION 3: If passion is not a value, does this concept have a place elsewhere, for example "how we work" [with passion] or "who we are" [passionate]**

Participants felt that passion is "who we are" and suggested it is a little "far-fetched" to suggest that every aspect of work is done with passion.

Participants reaffirmed that passion is "what gets you out of bed and out of your comfort zone. It's the fuel and the core"

One participant commented that passion requires "connection and communication, and if we don't have passion, then we have people working for working's sake and they can't move out of their comfort zones and make impact." In short: it is who we are.

**QUESTION: What difference does "having passion" make to our work? Can partners or beneficiaries see a difference?**

Participants felt that passion is what sets IPPF apart from other organizations, and that our clients expect passion from IPPF, and for IPPF to go the extra mile. They shared that it makes IPPF more like a group entity and the passion translates to other partners. It puts us in spaces that create solidarity, share a voice and sets us apart from others. It keeps us going and helps us to hold each other to account. Passion is also infectious – it becomes part of your organizational culture, and one participant shared that they had seen many instances where they have experienced situations where passion has made the difference and inspired action.

For clients, it is visible in the way you serve them. When you have passion, you serve them as a whole person and want to improve their life. It means that you "feel the person" better, and don't just provide a binary service.

It's the "missing link" in the formula.

## INTRODUCTION

The IPPF Charter of Values focus group discussion on compassion, empathy and love was held on Wednesday 9 August 2023 via Zoom. The focus group was open to a small group of participants invited from different MAs and held in Spanish. Invitations were sent to individuals selected by the Charter Guiding Group, Identity Initiative team and regional offices.

The focus group was composed of 8 people (excluding Identity Initiative staff and interpreters) from 3 countries.

The aim of the focus group was to explore in depth the concepts of compassion, empathy and love, to identify in the first instance if this cluster should be considered a value, and how it was applied in case study situations.

## DISCUSSION

Chaired by Charter of Values Guiding Group member Marta Royo, the discussion opened with a series of questions on the meaning of compassion, empathy and love. Participants were then presented with case studies to discuss how to demonstrate the values in practice.

The guiding questions included:

- What does an organisational value of compassion/empathy/love look like in practice, including internally and at secretariat level?
- Does quality service provision reflect the values of compassion and empathy, or are these above and beyond?

### **How do you see empathy as a value in the organisation?**

Participants agreed that any people-centred organisation needs to show empathy and that it should be a non-negotiable for anyone in the organisation. They acknowledged empathy as an important value that would need to be expressed on a permanent basis. Participants highlighted that the federation members would need to acknowledge and understand the differences between individuals and to show care for the feelings, experiences, ideas and behaviours of people working within and affected by the work of the federation.

### **What does the value of love look like in the organisation. What comes to mind? Is it something we should undoubtedly reflect in the organisation?**

Participants explained that love is subjective, multi-faceted and different for each person and that it was best expressed through synonyms, actions and adjectives that show love. They expressed love as closeness, gentleness, emotional connection, commitment, empathy, respect, providing help and support, and providing good human-centred service. One participant highlighted that empathy was the foundation of love and proposed that instead of having love as a value, the federation could focus instead on the kinds of actions that show love and empathy so that there would be no confusion when the time came to implement the actions. The recommendation followed discussions on how difficult it would be to generalise love for the entire federation.

### **What do you think of passion?**

Participants explained passion as a feeling and a noticeable way of doing things. It was described as doing something with conviction, doing things better and having a feeling to contribute to life. They provided examples of how people could show passion which included doctors demonstrating it through the quality of their services. One participant pointed out that a person would need to be comfortable in their environment in order to be passionate. Another participant registered concern on whether passion qualified to be called a federation value, because of how personal it was.

### **What do you think of compassion?**

Compassion was described as connecting with a person, keeping someone in mind when they are going through a difficult time, as well as being in another person's shoes regardless of the context. In showing compassion, the federation would need to make its services as particular as possible in responding to the specific needs of people in different locations. One participant expressed joy at the prospect of having compassion as an organisational value.

Some participants highlighted that compassion in Spanish felt patronising, and that values would need to be meaningful for members across languages and contexts. They went further to propose that the federation move away from compassion because of its negative connotation in some languages. The solution offered was to focus on empathy instead, as it had more positive connotations and was easier to communicate and understand.

Figure 4: Participant Quote

*Empathy is something you can work on and develop and can be reflected in what and organization does.*

### **How can we show empathy to diverse audiences?**

Participants agreed that empathy could be shown through quality service delivery and through campaigns that make communities aware of the guarantees of love and empathy in the federation's operations. One participant highlighted that it was important for users to experience empathy at every point, and that staff would need to train to show such empathy in their daily interactions with people.

### **Case Study 1:**

- How do we make this values cluster visible?
- In the work we do, should we strengthen the view of IPPF as a superhero?
- Should we consider working on this as a Federation?
- If you were to give IPPF a recommendation, would you advise them to show compassion publicly, or to show compassion more privately in our daily practices?
- How visible should our expression of compassion be? How do we deal with the risk of playing saviour?

Participants recommended that the federation set parameters on its values and that all stakeholders be involved in doing this. The federation would need to invest in a self-assessment process to track how well it was doing in demonstrating its values. Participants recommended that external stakeholders be invited to help evaluate the performance of the federation in this regard, in assessing the IPPF's values in practice.

The federation would need to ensure coherence and consistency, in that the values reflect the realities of staff and MAs, whilst audiences that interact with the federation have the same experience across the board. Without such coherence, the federation would run the risk of appearing fraudulent in its advertising and being disconnected from its users.

Figure 5: Participant Quote

*Some countries have made great strides on abortion, but we need to have this more consistent across the federation.*

Some participants recommended that the federation not advertise their values that widely as it could be counterproductive and heighten the risk of appearing disingenuous if the federation's actions were not in line with what it advertised. They urged the federation to focus instead on ensuring that the users of its services had opportunities to assess how well the federation demonstrated its values in practice.

Figure 6: Participant Quote

*We shouldn't just say we are doing X, as opposed to making it real and applied in everyday life.*

Understanding of the values would need to start within the Federation through knowledge-sharing across all stakeholder groups including the Board of Trustees, service providers and beneficiaries. The absence of people from other MAs in the focus groups reflected the kinds of communication and knowledge-sharing challenges that would need to be addressed by the federation in the charter development process.

## **Case Study 2:**

- What does it mean to be coherent as a federation that is empathetic with complexities and diversities?
- Sometimes there is a Board of Directors who don't want to advance abortion rights, how do we express empathy and respect for the diversity of the federation?

Participants highlighted that the issue was complicated and difficult to reflect on due to overlapping beliefs. They acknowledged that it would be a long path for the federation and that members would need to prioritise common good as well as empathy in approaching abortion rights. Participants emphasized the importance of collective good over individual beliefs, and the need to express empathy in practice by understanding people who see things differently. They mentioned that the decision on abortion rights would need to be made by the federation in order to have an impact. Consideration would also need to be given to individual and



internal processes at regional, global and country level in defining empathy in practice with regard to abortion rights.

Participants agreed that issues like abortion should be separated from individual beliefs because it is for a greater good. They added that a person or federation with empathy as a value would need to agree with access to abortion. One participant highlighted that it would be important to have people on boards and in the staff complement who have the capacity to adapt; even if someone didn't agree with abortion or LGBTQI people personally, they would need to provide the services required.