



Team Principles

Guiding our operations and practice

The principles described below are aligned with and expand upon the CARE organizational values to reflect specific principles in relation to the work to promote gender equality and prevent violence against women. These are not meant to replace CAREs organizational values. The principles below are meant to guide the GJT staff and those that work with us in terms of how we seek to perform our work and live out CARE values and its commitment to social justice.

TRANSFORMATIVE CHANGE

We commit to focusing on long-term, intentional, and sustained change to end inequalities and injustices. We do this through challenging existing power dynamics and embracing the personal as political. Significant change often comes slowly and always requires effort. We seek to embody our principles and our commitment to justice in all facets of our lives, including and especially in our interactions with our core CARE team, the Gender Justice team members. Our interactions with each other will serve as one major stage for our own journeys of transformation. While we will inevitably make mistakes we commit to reflect on and learn from those mistakes and we value each team member's reflection, vulnerability and attempts to hold themselves accountable as part of their personal transformation and their attempts to hold CARE accountable as part of a systems transformation. We recognize that we all embody privilege and oppression, though to different degrees. We can recognize our experiences with oppression and abuse even as we challenge ourselves in the places where we are privileged. We seek to participate in and promote the use of formal and informally organized reflective practices.

RESPONSIBLE USE OF FUNDING

The resources with which we do this work are not our own. We will seek to ensure that resources go towards effective social change in the places where CARE works and that a significant portion of our funding directly supports local women's movements and related rights actors, without whom social change is not possible. We will work with partners committed to social justice and gender equality, providing them with training and support on gender equity and diversity and effective stewardship of funding and resources as needed.

STEWARDSHIP OF THE EARTH

The planet is not a commodity to be possessed, owned and exploited by humanity for our own purposes. Humans must serve as good stewards, so that our interdependence with nature can be continued by future generations. We will seek to ensure that we serve as good stewards, to contribute to a society that is based on ecological balance². We will seek to minimize environmental impact in program design, conserve resources both in program design and in our day-to-day work, and consider the impact of our carbon footprint from travel related to work and meetings.

RECOGNITION AND SOLIDARITY

We honor the inherent dignity of the people who are most affected by patriarchy and other forms of injustice. We work in solidarity with relevant social movements (including beyond women's rights) towards shared objectives, and understand that solidarity means respect and partnership with local movements and following their lead. We make space for the voices of marginalized people and their local organizations/movements, even when this means remaining silent ourselves. We celebrate that there are already many movements and organizations who are closest to the issues, and we support and yield to their leadership as we join the global justice movement. We resist co-optation of stories and experiences without attribution.

DIVERSITY

As rights-focused individuals, we believe in every person's inherent dignity and will strive to demonstrate that in our interactions with others. Gender equality intersects with other identities and oppressions and we commit to ensuring our analysis is intersectional and respectful of diversity and context. We recognize and honor the struggles and experiences of women, LGBTQI people, indigenous communities, the working class and poor, those with disabilities, sex workers, and those marginalized because of race, ethnicity, caste and other identities. We understand we have a responsibility to respond to and name suspected discrimination or abuse even when they occur in countries where legislation permits such discrimination.

“A WORLD WHERE MANY WORLDS FIT”

We celebrate that we are individuals who live in a complex and dynamic world. We embrace this complexity, understanding that each person is the expert of their own lives, and that each person has positions of privilege and oppression. As colleagues we recognize that we have different life circumstances, care relationships, personal/intimate relationships, and come to these issues from these different perspectives. We approach the world and other people from a position of curiosity, always asking before assuming. We are open to contradictions. Where we encounter situations in which we perceive a potential contradiction or ethical dilemma related to these GJ or broader CARE principles, we acknowledge these dilemmas and consult with those whose knowledge or experience could inform our next course of action.

ACCOUNTABILITY

We are accountable to ourselves; to our colleagues within our GJ team, across CARE and beyond CARE; to CARE Country Offices and regional managements units; to communities where we work, and to the women's movements and social movements where we work. We actively invite and humbly receive feedback. We take actions to repair harms and align our values with our actions. We speak out against inequalities, injustices and regressive, fascist, and xenophobic movements.

PARTNERSHIP WITH WOMEN'S MOVEMENTS

We recognize that promoting gender equality is part of a larger justice movement, beyond humanitarian and development work or gender alone. We understand that to support long-term social change, especially around gender, we need to support progressive grassroots women's organizations and movements that are on the frontlines of change. This requires building an understanding of progressive women's movements where we work, acting in solidarity with movement leaders, and seeking their leadership and partnership to achieve greater equality. We also commit to promoting advocacy agendas and goals which are directly aligned with progressive women's movement and other social movements where we work.

ENDING ABUSE, EXPLOITATION AND VIOLENCE

We commit to preventing and taking action to end abuse, harassment and violence in our work and personal lives. We are supportive and aligned with CARE's PSHEA process and seek to promote shifts in our work cultures that promote supportive, non-violent and gender equitable work relationships. We believe in centering survivor needs and rights, and working toward equitable relationships that advance healing, safety, accountability and transformative justice. We also believe in only providing support which the survivor of violence explicitly welcomes or requests.

SPIRIT OF COLLABORATION AND APPRECIATION

We are committed to work as a team where people's work and efforts are appreciated and we work collectively and intentionally toward shared goals. We operate as a learning team, where everyone makes mistakes and those mistakes are opportunities for learning and, sometimes, positive results. We take time for operating inclusively, and value process and collaboration in the work that we do. Our way of working values both affirmation and appreciation, constructive feedback as well as healthy debate and conflict as opportunities for growth. We recognize that working in institutions/bureaucracies engender hierarchy. In that reality, we work toward equity and inclusivity of those impacted by decisions in the decision-making process, while being transparent about who holds different levels of responsibility and authority.