

**IPPF Charter of Values Arab World Regional Office Meeting  
Consultation Report**

Tunis, Tunisia 23 – 27 October 2023

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## Acronyms

ATSR	Tunisian Association for Reproductive Health
AWRO	Arab World Regional Office
IPPF	International Planned Parenthood Federation
LGBTQIA+	Lesbian, Gay, Bisexual, Transsexual, Queer, Intersex, Asexual, and more
MA	Member Association
SRHR	Sexual and Reproductive Health and Rights

## Introduction

The Identity Initiative team convened consultations on the Charter of Values and Rebrand during the Arab World Regional Office (AWRO) meeting held in Tunis, Tunisia from October 23-27, 2023. As part of the consultation, the team held meetings with staff from the local MA (ATSR), discussions with representatives from all the MAs, and a separate consultation with youth representatives from the different MAs. The team consulted a total of 64 people, including 9 ATSR staff, 10 youth from AWRO MAs and 45 representatives of AWRO MAs.

The objectives of the consultations with respect to the Charter of Values were to:

- Gather feedback from diverse stakeholders on the proposed values, to identify which ones resonated with them and which ones were not seen as relevant to IPPF.
- Gather descriptions, risks and actions associated with the values to enhance or replace those formulated by the Identity Initiative team.

The input gathered will be used to prioritise and refine the list of values, improve the definitions of the values, and inform the overall direction of the first draft of the Charter of Values. The six values consulted across all the sessions were:

1. Courage
2. Passion
3. Justice/inclusion
4. Transformative
5. Integrity
6. Solidarity

## Meeting with ATSR Staff

The Identity Initiative team held a consultative meeting with staff from the Tunisian MA, ATSR. Staff were asked to identify values that they thought were important for the Federation to consider. Values identified through this exercise were as follows:

*Figure 1: Suggested values*

Passion	Inclusion	Respect	Diversity
Empathy	Volunteerism	Innovation	Solidarity
Transparency	Confidentiality	Flexibility	Equality
Leadership	Accountability	Patience	Engagement

Following this values-identification exercise, the Identity Initiative shared the shortlist of six values identified from consultations across the Federation. ATSR staff were then invited to respond to the values by identifying gaps, inconsistencies, and recommendations for strengthening.

Regarding changes to the shortlisted values, staff identified the word ‘transformation’ as being difficult to understand when translated into French as ‘transformateur’. They noted that the word had many meanings and did not embody what was described in the proposed definition. They proposed that the team consider using the words innovation or creativity instead.

*Figure 2: Staff quote*

‘In Tunisia, we think Transformers the movie’ – Staff member
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Regarding missing values from the shortlist, staff suggested the inclusion of trust as a separate value, engagement and responsibility embedded in the values, and the inclusion of volunteerism as a separate and prominent value. On volunteerism, staff noted that it was essential to the existence of the Federation, and that it was reflected in their list of values as an MA. They recommended that the Federation refer to ‘positive volunteerism’, as opposed to volunteerism in general. This they said would reflect the desire of the Federation to exclude exploitative approaches.

Figure 3: ATSR Values

Accountability	Engagement	Inclusion
Creativity	Solidarity	Volunteerism
Passion		

Staff were then invited to review the definitions, recommended actions and associated risks for the six shortlisted values. Their feedback on each respective value cluster is summarised in the table below:

Figure 4: Feedback on Values

Value	Feedback
Passion	<p>Definition: Staff appreciated that empathy appeared in the definition and recommended the inclusion of engagement (consultation and mobilisation) of volunteers, service providers and communities in the definition.</p> <p>Actions: Staff highlighted the importance of actions such as following up on clients after services are provided as well as ensuring a high quality of services, in expressing passion.</p> <p>Risks: Staff noted the risks of burnout, being obsessive, operating with impaired logic, loss of objectivity, self-righteousness, and weak personal accountability.</p>
Solidarity	<p>Staff cited that this was a key area for action within the Federation as they felt there wasn't enough solidarity being shown.</p> <p>Risks: Staff noted heightened political risks associated with partnering with LGBTQIA+ groups in contexts where local laws did not recognise them. They explained that their response to this risk had been navigated through creating safe spaces and expressing support in external communications.</p>
Courage	<p>Staff recommended that courage be linked with solidarity, as MAs were showing courage in partnering with groups deemed illegal in their countries. They also urged that courage be linked with transformation/change, because courage was a prerequisite to making change.</p> <p>Risks: Staff noted risks in working in areas and with groups that were not supported by the law.</p>
Inclusion	<p>Staff recommended that the word 'inclusion' be used to represent the cluster of values because it aligned with the words they used for their own</p>

	list of values. They also recommended that the word 'justice' be used in the definition because the Federation needs to ensure that it pursues justice for all in an inclusive way.
Integrity	Staff did not make any comments on the value of integrity.
Transformation	Staff recommended the use of the word creativity or innovation to represent this cluster.

**Meeting with AWRO MAs and Youth**

The Identity Initiative team held consultations with representatives of MAs including youth from the AWRO region. As part of the consultations, participants were given a presentation with an overview of the shortlisted values. They were then invited to share their feedback on the six shortlisted values and the process that led to their shortlisting.

Participants agreed with most of the values and characterised them as being largely representative of the priorities of the Federation. The greatest agreement was registered for the values of passion, solidarity, and integrity. Participants agreed with the removal of value of compassion as a core value. They noted that it was more of a personal value and not an organisational value. One participant recommended the inclusion of concepts related to freedom and democracy in the values, however, this was rebutted by participants that noted the political risks associated with including such language for MAs working in restrictive settings.

On passion, participants agreed to the inclusion of the value and the incorporation of empathy and volunteerism in its definition. They noted that passion was central to the commitment of staff to the Federation’s mandate and to the work of volunteers.

On courage, participants identified a risk with using the word 'courage' to define the cluster of values due to its association with dangerous practices when translated in Arabic. They recommended the consideration of different words like valor or bravery for use instead.

On justice/inclusion, participants raised concern over the combination of the two words as they noted the significant differences in the definitions of the two terms. After considerable discussion, participants recommended the use of the words 'inclusion' and/or 'diversity' to represent the cluster as they were normally used in combination.

One participant stated that the word justice was associated more with accountability than with the cluster of inclusion, and that it could not be used to represent the cluster of inclusion.

On transformation, participants agreed that the word needed to change as it did not carry the meaning intended by the definition when translated. They noted that the word caused confusion, and that it lacked clarity. They recommended the use of more positive words like 'innovation', 'adaptability', 'flexibility', 'resilience' and 'creativity', that carried clearer meanings when translated.

On solidarity, participants shared mixed reflections on the suitability of the word, with the majority agreeing to retain it. A few participants encouraged the Federation to also consider the word partnership as it carried a more active connotation than the word solidarity.

*Figure 5: Participant quote*

'If you have strong accountability, you are going to have increased integrity at the end of the day' – Participant

Some participants called for deeper reflection on the values to respond to the need for a unique set of values that are SRHR focused and that connect to the ambition of Federation's first set of values. Some of the values were criticised for being too general, with one participant highlighting that the shortlisted values could be used by any organisation, and that they were not SRHR-specific. Participants recommended that the values be more innovative, harmonious, and fair, and that they reflect the mandate of the Federation more closely. They also recommended that the values reflect human rights conventions and internal law.

Following discussions on the shortlisted values, participants were invited to share their definitions and actions associated with each cluster of values. Participants worked in groups for this exercise and chose values that they wanted to define further. At the end of the exercise, descriptions were provided for the values of passion, courage, solidarity, and integrity. No descriptions were provided for inclusion and



transformation. The descriptions for the four values are summarised in the table below:


*Figure 6: Values Descriptions*

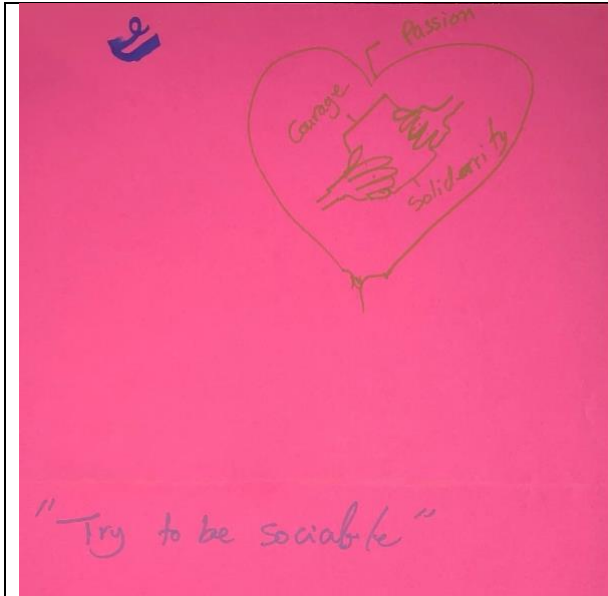
Value	Description
Passion	<p>Passion shows the desire to help one's community and allocate all the necessary resources to support that. It is the driving force that pushes all IPPF staff and volunteers to deliver services without feeling bored or tired.</p> <p>For passion to be fulfilled as a value, staff and volunteers would need to be trained to understand it's importance and how to express it. Particular attention could be given to raising awareness amongst youth volunteers as torchbearers for the future of the Federation.</p> <p>The greatest threat to passion would come from local laws that seek to curtail the rights of marginalised groups.</p>
Courage	<p>Courage is the main value in IPPF. It denotes a commitment to face any difficult situation without fear, as well as taking risks and having confidence in oneself and their work. Its interpretation and expression differ by context as people facing different risks and threats show courage in their own way(s).</p> <p>For courage to be expressed in the Federation, staff and volunteers would need to be equipped with the tools and skills to serve all clients without being too impulsive as to endanger the lives of clients.</p> <p>The biggest risks related to courage are restrictive laws and policies, and the consequences of being courageous in the face of restrictive governments. Sometimes being courageous could lead significant harm to clients, volunteers, staff, and the MAs.</p>
Solidarity	<p>Solidarity is commonality between different people which builds relations and can express itself through support for communities.</p>
Integrity	<p>Integrity is a commitment to being accountable to one's partners and the communities in which one works. It includes adhering to the highest organisational standards without discrimination and doing so both internally and externally in the same measure.</p> <p>To adhere to integrity within the Federation, staff and volunteers would need to be trained on organisational standards and empowered to uphold integrity at an individual level.</p>

### Meeting with AWRO Youth

The Identity Initiative team arranged to meet with youth from different AWRO MAs as a follow-up to the main consultation. The meeting was set up to provide a youth-focused space for discussion on the Charter of Values and the Global Rebrand. As part of this final consultation, youth were invited to visualize the Charter of Values, and the relationships amongst the different values. Participants were given art supplies and invited to either draw or describe their interpretation of the relationships amongst the values. The descriptions and illustrations made are provided in the following table:

Figure 7: Values Illustrations

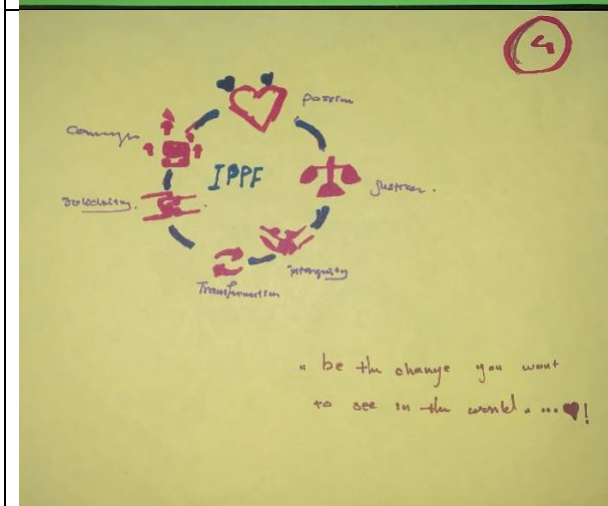
Illustration	Description
	<p>A mountain with a person on top who had the courage to climb the mountain. There are a lot of people working together. A man jumped off the plane, so he showed innovation, the plane is throwing gifts to the ground to help people, which is a show of solidarity.</p>



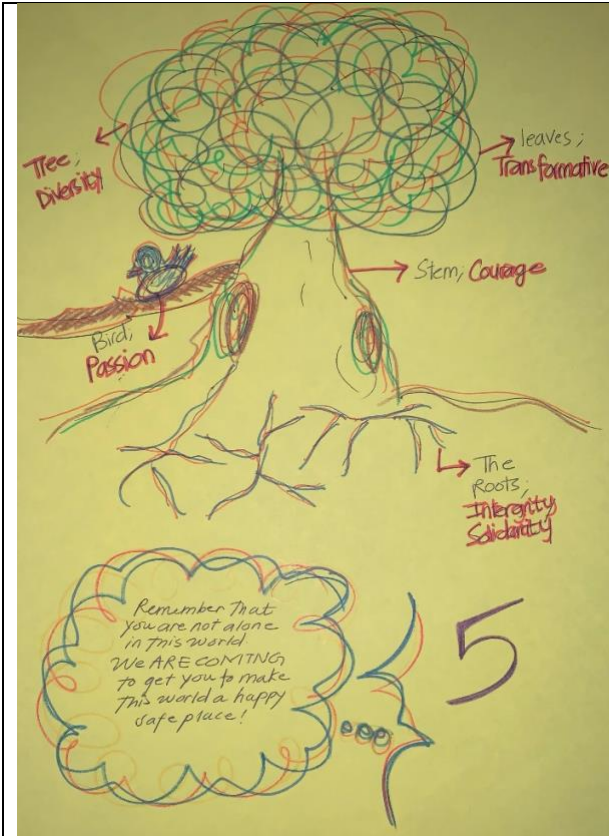
A heart that reflects passion. You must be present and alert. There are hands holding each other because we must work together. When I am alone, I will be afraid, but when we are together, we can be courageous. This is driving us to solidarity. Two hands show two concepts, the first hand is courage, and the second hand is solidarity.



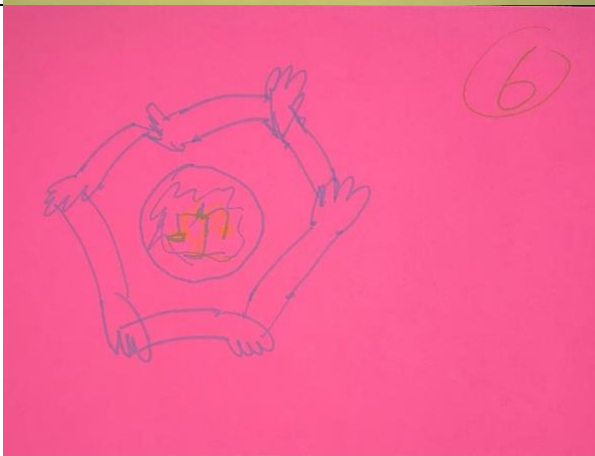
Different people from different communities who are stepping up for the right to justice. They are hand in hand and that represents solidarity and passion for their cause. They want their voices to be heard. There are people there who are seeking accountability, and they want everyone to be accountable for what they are doing. They are also passionate.



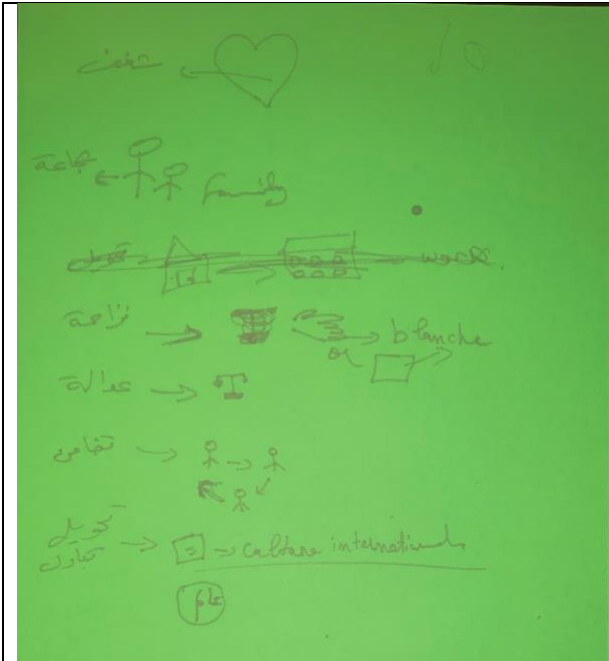
A heart shape to show passion. Balance show justice, hands shaking show solidarity, for transformative there is an arrow, courage is a closed fist. The logos complete each other, they need to be together.



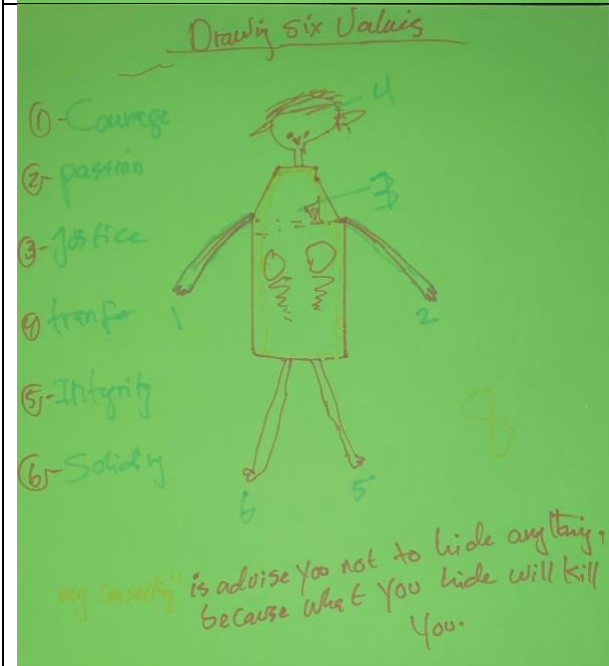
A tree with a combination of 5 values. A tree is diverse. The tree stem represents something that is brave/strong. The roots are solidarity and integrity. There is a branch with a bench to show passion. The leaves are for transformation because they are flexible.



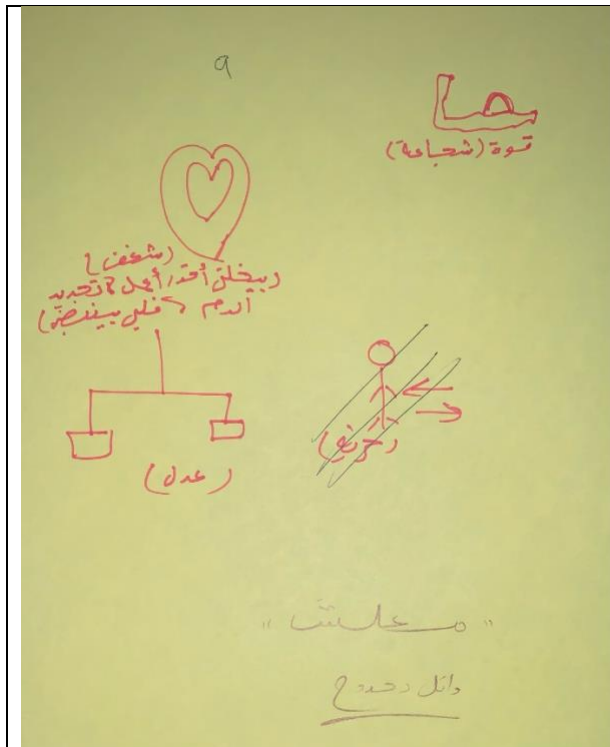
The drawing is well known in Arabic tradition, when someone holds the hand of someone it shows solidarity, love, and passion. The hands show everything. The earth is in the middle, the hands keep everyone together. The center shows integrity. Solidarity is the first link; it is the most important. If we show solidarity the world will be a better place. In unity there is strength and when we are working and cooperating, passion increases, integrity will be better, and justice will be higher.



A representation of diversity, passion, and voluntary work. Passion is symbolised by a few hearts. Diversity is a group of people from diverse cultures and sexual orientations. Compassion is a human being with a heart of compassion. V for vendetta - we need to change.



A human skeleton: the brain is the transformation, the core of the body is justice, the two arms are courage and ambition, the lower part is solidarity and integrity.



There is a hand for solidarity, the heart shows passion. When one is passionate about something their heart beats hard. The balance shows justice and equity.



Passion is symbolised by a heart because everything we do in life needs to be done with love. Courage is symbolised by family. Integrity is symbolised by a white hand and a piece of paper. Justice is the balance. Solidarity is working together. Transformation is like a globe where people exchange culture and knowledge.