



## 9 . *Our Commitment to our Values*



Our Values, and how we remain accountable, have been co-produced by our team, Board of Trustees, and our youth-board, Empower Period Committee. These values are at the heart of everything we do, shaping our work and guiding every decision we make - both as individuals within our work with Irise, and as an organization and a community. We are committed to upholding these values and holding ourselves accountable in the following ways:

## WE ARE DIVERSE AND INCLUSIVE

*Through an intersectional, anti-oppressive and decolonial lens, our organisation and its work represents the true diversity of the menstrual movement.*

- We regularly facilitate accessible community consultations with those with lived experience of the issues we seek to address to inform key organisational decisions
- The diversity of the menstrual movement is reflected within our leadership, governance and in our programmes and we conduct an annual diversity audit to assess representation.
- Through a facilitate process, we will intentionally explore our partnership with Irise Institute East Africa
- We facilitate an annual safeguarding and wellbeing consultation with our young people, which will inform an annual update of our policies and training
- We will ensure that our resources, campaigns, and communications use appropriately inclusive language and are accessible to all, including disabled and neurodivergent people.
- We will establish a mechanism for individuals and groups to provide anonymous feedback on our inclusivity practices and experiences with Irise.

## WE HAVE INTEGRITY

*Irise commits to acting with sincerity, communicating transparently, and taking accountability for our actions.*

- 360 feedback mechanisms are in place for all staff annually
- We will publish an annual impact report in which we are open about “what didn’t work” and we share this openly and widely
- Our work is grounded in evidence-based data
- We conduct due diligence on all organisations we partner with to ensure alignment with our values
- We will only accept funding and build partnerships that aligns with our values and enables us to further our strategic goals.



## WE ARE BOLD

*Irise is courageous and ambitious in our efforts to imagine a better future for all people who menstruate, whilst centering compassion, empathy and joy.*

- We call out injustice and continuously push the boundaries of what is possible in menstrual justice work.
- We will take a stance on issues and use our platform to advocate for systemic change.
- We will collectively review our organisational strategy every five years, embracing change as a positive force for progress.

## WE ARE IMPACT-FOCUSED

*At its core, Irise is a feminist community of activists driving grassroots change by amplifying marginalized voices, and advocating for systemic reforms. We build upon our collective power to create lasting societal transformation, advancing menstrual justice through evidence-based programming.*

- We will co-design and adapt our programs based on direct feedback from the people most affected by menstrual injustice.
- We will publish and share learnings from our work to contribute to the wider menstrual justice movement.
- We committed to strengthening our evaluation processes to capture the change our work is making, alongside the experiences of the people we work with - ensuring this is ethical, participatory, and does not extract from or tokenise the communities we work with.

# WE ARE SUSTAINABLE

*We recognise that dismantling the systems and structures reinforcing injustice is challenging work that demands strength, energy, and time. As an organisation led by those impacted by menstrual injustice, we create space to process anger, hurt, and frustration, while also prioritising joy, rest, and renewal. Resilience allows us to adapt and respond to the ever-changing needs of our community.*

- We will work towards financial independence by diversifying our income sources, reducing reliance on short-term or restrictive funding.
- We will model and advocate for ethical and just funding models within the menstrual justice space and challenge harmful funding practices where necessary.
- We pay people for their time and ensure that our practices are never exploitative
- We will continuously invest in leadership development within our team and community to ensure long-term impact beyond individual leadership cycles.
- We will ensure our boldness is always balanced with care, ensuring that the people we work with are supported and not exposed to harm or burnout.

*‘A 2022 youth-led review of youth trends in activism found that not only were young people dubbed as the key participants in various progressive social movements around the world, they were actually right at the forefront.’ – Youth Access 2024*