



Feminist Humanitarian Network (FHN) Safe and Welcoming Space Pledge

The Safe and Welcoming Space Pledge emphasizes the FHN's commitment to providing a safe and welcoming environment for everyone. It seeks to articulate the FHN's core feminist values and sets out how our principles can be used to guide the way we interact with and treat each other, our allies, and all those we engage with in our work.

Introduction:

The FHN is dedicated to creating a safe, respectful, and welcoming environment where everyone can participate, learn, and collaborate free from discrimination, harassment, or harm.

This pledge outlines our commitment to fostering such an environment for our members, allies, and partners and aims to help share our feminist ways of working more widely throughout humanitarian spaces as part of our work to change the system.

Our Commitments:

1. **Inclusivity:** We embrace diversity in all its forms and are committed to including people of every gender, race, ethnicity, sexual orientation, age, religion, disability, and background. We believe that diversity enriches our community and strengthens our collective experiences.
2. **Kindness:** We commit to treating each other with kindness, empathy and compassion. We commit to listening to others' views and perspectives and to be courageous to speak our own experiences and truths.
3. **Respect:** We value mutual respect and mutual accountability. We expect respectful conduct and respectful communication in all interactions, whether online or offline.
4. **Safety:** We are dedicated to providing a supportive and safe environment where all individuals feel secure and safe to learn, share, and reflect. This includes protection from harassment, discrimination, and harm. We prioritize the safety and well-being of our community members.
5. **Participation:** We are committed to pursuing social justice, to transforming damaging systems of power such as colonialism, patriarchy, and neoliberalism. We are committed to a collective and collaborative approach, aiming to actively participate in the Network's activities.
6. **Equity:** We are committed to a non-hierarchical and non-patriarchal space where all members are equal, and their voices each carry the same weight.
7. **Self-awareness:** We are committed to practicing self-reflection and being mindful of intersectionality, privilege and power dynamics.
8. **Collective power:** We recognise the collective power of the Feminist Humanitarian Network to provide sustainable solutions to achieve global justice.

Guidelines:



1. **Harassment:** Harassment of any form, including verbal, written, or visual harassment, is strictly prohibited. This encompasses unwelcome comments, jokes, slurs, cyberbullying, or any behavior that creates an intimidating or hostile environment.
2. **Discrimination:** Discrimination based on gender, race, age, sexual orientation, disability, religion, or any other characteristic is unacceptable within our community. We are committed to equality and inclusivity.
3. **Inclusive Language:** We encourage the use of inclusive and respectful language that respects gender identity and expression. Avoid gendered slurs, stereotypes, or derogatory terms. The FHN also encourages members and allies to be cognisant of power imbalances in their use of language and communication to avoid the risk of being patronizing, paternalistic, or hierarchical. The FHN also suggests members denounce language that is linked to patriarchal values, such as comments on age, appearance, physical shape.
4. **Respectful communication:** We encourage clear communication that is courteous, kind and considerate of others feelings.
5. **Creating safe and brave spaces:** We aim to create safe spaces where everyone feels comfortable and secure to express their feelings, and is supportive of another's views. We also aim to venture into creating brave spaces, where we set clear boundaries so people feel comfortable with entering a space they may need to share uncomfortable truths and sit safely with those, in order to build trust and growth.
6. **Review and reflection:** We prioritize regular collective review and reflections that acknowledge the changing world we live in. We accept that things change and that to hold ourselves accountable and keep the Network in-line with our values we must make time for open reflection.
7. **Accountability:** We hold ourselves and each other accountable within the Network and to the women, girls and gender diverse people we work alongside through our collective and decisive actions.
8. **Consent:** We prioritize consent in all interactions. This includes setting our own and respecting others' personal boundaries, seeking explicit permission when necessary, and refraining from any form of coercion.
9. **Self-care prioritization:** We aim to foster a culture of care, both collective and self-care. The FHN spans across more than 30 countries, encompassing diverse time zones and working cultures. Moreover, FHN membership is entirely voluntary, with members often managing substantial workloads alongside their FHN commitments. In light of this, the FHN actively promotes communication and collaborative approaches that are non-coercive, visibly emphasize self-care, and champion a harmonious work-life equilibrium. To further this commitment, the FHN endeavors to schedule meetings that accommodate the needs of all members. Additionally, we allocate a minimum of one week for all members to contribute insights to every FHN initiative, acknowledging the significance of everyone's perspectives.



10. **Addressing Issues:** If you witness or experience behavior that breaches this Safe and Welcoming Space Pledge, please address it promptly by writing to the secretariat on contact@feministhumanitariannetwork.org or a Committee member directly. We take all such communication seriously and will engage with the issue immediately.

Breaching the Pledge

A fundamental commitment of the FHN is accountability to other members and to the women, girls, and gender diverse people we work alongside.

In the event that this Safe and Welcoming Space Pledge is breached, we will take appropriate actions aimed at resolving the situation, maintaining safe spaces and fostering a positive community environment.

Members should be confident to raise any concern in the knowledge that their experience will be heard and responded to appropriately.

We acknowledge that actions can be misunderstood, that mistakes happen and unfortunate words can be said without intent to cause harm and we want to provide opportunity for learning, compassion, reconciliation and forgiveness that aligns with our feminist principles. We know that challenges and disagreements can help us grow as a Network and as individuals, even if the experience can be uncomfortable.

We commit to providing an opportunity for openness and resolution using a feminist framework. We commit to listening to underlying needs, and hope to deepen understanding of any breach of the pledge through safe and open dialogue. We want to break away from patriarchal conflict resolution models and remain open to the learnings and experiences that others in the feminist movement have found constructive and healing.

We acknowledge that situations where feminist principles are not upheld can be emotionally hard to deal with and prioritize the mental health of all parties involved, uphold our collective care principles which reflect our different backgrounds and ways of communicating and seek external advice if necessary.

The actions the FHN takes will depend on the nature and recurrence of the breach and will be carried out with understanding and care for all parties involved. These actions may include:

1. **Educational Interventions:** We may offer opportunities for education and awareness to help FHN members learn and understand the impact of their actions and promote constructive behavior.
2. **Feminist Mediation:** In some cases, we may facilitate mediation or dialogue between parties involved, with the goal of resolving conflicts and improving understanding.
3. **Supportive Measures:** We will consider providing support to those who have experienced harm, including access to resources, FHN peer-to-peer support or professional counselling to help them recover and feel safe within the FHN community. We will also consider if support measures would also be beneficial to the growth and



healing of any member who has not upheld the pledge. We hope having a FHN peer-to-peer support system can help prevent possible issues or conflicts from arising, by bolstering a supportive and care-led feminist model.

4. **Temporary Restriction:** If necessary, we may temporarily limit a FHN member's participation within our spaces to allow for reflection and a cooling-off period. This measure is intended to create space for personal growth and self-awareness.
5. **Lasting Removal:** In extremely rare cases where breaches persist despite efforts to address them and when the safety and well-being of the FHN community are at risk, we may need to make the difficult decision to part ways with an FHN member. This decision will be made with careful consideration and only as a last resort.

Our aim is always to promote a community where understanding, growth, and reconciliation are possible, but we will prioritize the safety and well-being of our community members in every situation.

Conclusion:

By participating in the FHN, you agree to uphold this Safe and Welcoming Space Pledge. Together, we can create a nurturing and inclusive environment where all individuals can thrive and contribute to our shared goals and feminist principles.

This pledge is subject to periodic review and may be updated to better reflect the evolving needs and values of our community.

Feminist Humanitarian Network
