



# AFRICAN WOMEN'S RIGHTS ADVOCATES (AWRA) POLICY FRAMEWORK DOCUMENT

*"Centering Survivors, Building Power"*

## 1. Introduction & Purpose

AWRA exists to eradicate gender-based violence (GBV) and female genital mutilation (FGM) through survivor-led, Pan-African feminist action.

### **This policy framework:**

*Defines our core principles and operational standards.*

*Guides decision-making, partnerships, and accountability.*

*Aligns with international human rights instruments (Maputo Protocol, CEDAW, etc.).*

## 2. Foundational Principles

### 2.1 Survivor-Centered Leadership

Programs, policies, and advocacy must be designed and led by women with lived experience of GBV/FGM.

All initiatives prioritize healing, dignity, and agency.

### 2.2 Feminist & Pan-African Lens

Challenge patriarchal norms and colonial legacies perpetuating violence.

Amplify African women's knowledge and solutions.

### 2.3 Intergenerational Equity

Foster mentorship between elders and youth.

Reserve 30% of leadership roles for women under 35.

### 2.4 Grassroots Accountability

80% of funding directly supports local activists and community programs.

Annual transparency audits published publicly.

## 3. Operational Policies

### 3.1 Program Implementation

**Do No Harm:** All interventions undergo trauma-informed risk assessments.

**Localized Solutions:** Adapt tools to cultural/linguistic contexts (e.g., storytelling in indigenous languages).



### 3.2 Advocacy & Partnerships

Partner Vetting: Allies must align with AWRA's feminist principles (no compromise on LGBTQ+/disability rights).

Global Engagements: Prioritize platforms where survivors speak directly (e.g., UN CSW, AU summits).

### 3.3 Safeguarding & Ethics

Zero Tolerance: For sexual harassment, exploitation, or discrimination.

Confidentiality: Survivor identities protected unless explicit consent given.

### 3.4 Financial Integrity

Anti-Corruption: Whistleblower protections for staff/partners.

Equitable Pay: Gender-balanced salaries; hazard pay for frontline staff.

## 4. Accountability Measures

### 4.1 Internal

Quarterly survivor advisory council reviews.

Staff anti-oppression training mandatory.

### 4.2 External

Annual Impact Report with disaggregated data (age, region, disability status).

Community Feedback Channels: Toll-free hotline and digital platforms.

## 5. Policy Governance

Review Cycle: Updated every 3 years with input from survivors and grassroots partners.

Emergency Amendments: Triggered by new threats (e.g., FGM legalization attempts).

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