



IWGIA Leadership Principles

As a human rights organization, IWGIA applies a human rights-based approach internally in our organization, and externally with our partners.

Working in support of the Indigenous Peoples' movement, our overall principle is that: We recognise, honour, and stand in solidarity with the Indigenous Peoples movement as the key actor for creating lasting and impactful change.

To further comply with our human rights-based approach, IWGIA has formulated leadership principles centered around 4 core values¹.



Power:

1. IWGIA strives for horizontal, empathetic, humble, and transparent leadership where power is balanced with shared responsibility.
2. We commit to be guided by an understanding of the power and privileges we bring into every relationship within IWGIA as well as towards partners and others and providing equal opportunities for all.

Care:

3. We take care of our emotional and physical well-being, and work/life balance, and encourage team members and cooperating partners to prioritise caring for self and each other. We actively work towards a flexible and supportive work environment, particularly for those with caring

¹ We hereby give credit to the work of those that have developed feminist leadership principles that have inspired our discussions and formulations.



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responsibilities.

4. We make conscious effort to recognise our vulnerabilities and value our strengths while challenging ourselves and others to improve through self-reflection, curiosity and empathetic mutual feedback and communication.

Inclusion:

5. We embrace diversity and see strength in a diverse workplace. We are aware of our own bias but keep an open-mind and create space for sharing and learning.
6. We do not tolerate abuse, harassment, discrimination, and exploitation in all their forms.

Collaboration:

7. We commit to ensuring we all respect our diverse cultural backgrounds and competencies and take responsibility and create opportunities and space to help each other to reach our fullest potential.
8. We promote joyfulness in co-creation through an environment that fosters learning, transparency, and inclusion.

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