



## Overview - Strategic Plan 2020 – 2025

This strategic plan overview is accompanied by a strategic and operational level Decolonisation Action Plan, and goals identified to progress VIDEA’s responsibility to addressing the Truth and Reconciliation Commission Final Report, Honouring the Truth, Reconciling for the Future and 94 Calls to Action, and the Missing and Murdered Indigenous Women and Girls National Enquiry Final Report, Reclaiming Power and Place and 231 Calls to Justice. It is also accompanied by an organizational PSEA (physical and sexual exploitation and abuse) prevention action plan and goals.

Staff report monthly in writing at Board meetings against all strategic, decolonization, and PSEA prevention goals. The VIDEA Board assess progress against these goals on a monthly basis.

### **Mandate:**

VIDEA’s mandate is to strengthen the environment where youth and communities, have access to the education, skills and support necessary to take feminist leadership in developing their own sustainable solutions to gender equality, environment, Indigenous and human rights violations and injustice. We strive to support and inspire others, especially Indigenous, and underrepresented youth, to better understand global issues, and issues of systemic discrimination, and to use their power and voice, towards more just communities. Our work integrates intersectionality and gender justice throughout, centering the needs, experiences, and leadership of those most impacted by inequality, discrimination and oppression. We are more than a feminist organisation, we are a womxn’s organisation. It is our role as a feminist, womxn’s organisation to create the conditions where the voices of womxn and girls are brought to the centre of conversations.

### **Vision, Mission, and Values**

*“Community connections, global change”*

#### ***Our Vision:***

A just and equitable world in which everyone enjoys full knowledge of their human rights, and the education, skills and support necessary to claim and live them.

#### ***Our Mission:***

To strengthen the environment where youth and communities, globally, have access to the education, information, skills and support necessary to take feminist leadership in developing their own sustainable solutions to gender equality, environment, Indigenous and human rights violations and injustice.



### ***Our Strategic Priorities:***

- 1. Integrate feminist, decolonizing, organizational values into improved organizational sustainability.***
- 2. Operationalize feminist, decolonizing, values and leadership across the organization.***
- 3. As equal partners, support (Indigenous) youth and women's leadership.***
- 4. Acknowledge and celebrate what makes VIDEA unique.***
- 5. Undertake and embody an ongoing process of decolonization.***
- 6. Use our voice and position to advocate for decolonization, social justice and change.***

### ***Our Values:***

- We have applied a human rights-based approach across our work since 1978.
- We are a feminist womxn's organization. We believe that gender equality is central to international and Canadian community development. We believe in the right of all women to make their own decisions about their sexual and reproductive health. We are a pro-choice organization.
- We develop long-term relationships with partners in Canada and overseas that are based on solidarity and friendship. We consider our overseas partners to be our equal partners in development.
- We strive to actively participate in coalitions. We strive for humility. We recognize that our role is that of supporter and ally and that we play a small role in global development.
- We are willing to be courageous, innovative and radical in order to confront environmental, indigenous and human rights injustices.
- We believe that youth are the leaders of today and are critical agents of change. We work to ensure that youth from diverse backgrounds are represented at all levels of our organization. We believe that young people should have their voices heard and we are willing to stand up to prevent the silencing of youth.
- We believe in the value of diversity and rights for all. We believe that women's rights, disability rights, LGBTQI2+ rights, and Indigenous rights, are human rights.
- We align our work with the Sustainable Development Goals. We believe in the centrality of internally agreed-to frameworks and conventions as guiding instruments.
- We believe in every person's right to religious freedom. We are a non-religious organization.
- We support the rights of Indigenous peoples to control their own land and governance systems. We are committed to collaborating and consulting Indigenous peoples on our work. We work to ensure that Indigenous people are represented at all levels of our organization, and support reconciliation activities in Canada.
- We integrate environmental stewardship, including environmental analysis, across our work. We work to prevent climate change, to protect biodiversity, and to honour the sanctity of our land, forests, oceans, air, and fresh water.
- We believe that the absence of armed conflict, disarmament, and non-violence are key in addressing global issues.



- We believe in the right of all workers to organize to protect their wages, working conditions and work environment. We believe that all people deserve an equal chance to earn a livable and competitive wage for their work, including workers in the not-for-profit sector and our own employees.
- We value our independent voice and protect our financial autonomy from political or corporate interests.