

FemiliPNG Australia's (FPNGA) values are the cornerstones of our organisation. These values not only reflect who we are as an organisation, but also shape our approach to our work and projects.

**Respectful partnerships:** We believe the best outcomes can be achieved through partnerships that are responsive and founded on listening, learning and mutual respect.

**Equality:** All people deserve to live a life free from family and sexual violence.

**Integrity:** We are honest and act ethically to achieve our mission. We take individual and collective responsibility to ensure that our actions reflect our words.

**Kindness:** We work with empathy and compassion, for ourselves and for others.

**Courage:** We have the courage to lead, to take on big challenges. We are not afraid to fail.

**Resilience:** Our commitment is long-term, and our organisation will be here to see the mission through.

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## 1. Human rights

Human rights are the basic rights and freedoms that belong to every person. These rights protect individuals' dignity, equality, and freedom, and include the right to live free from violence, discrimination, and oppression.

**FPNGA commits to respecting, protecting and promoting human rights for all regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status.**

Our work and projects prioritise access to services for women and girls, as they face higher levels of violence, discrimination and barriers to justice. Globally, one in three women will experience violence in their lifetime. In Papua New Guinea (PNG), this rises to two in three<sup>1</sup>. We also recognise that men and boys, and those with diverse gender identities also experience family and sexual violence. We stand with all survivors of violence and are committed to working collaboratively to prevent violence, support recovery, and promote safety, equality and dignity for everyone.

The vulnerability of individuals and groups experiencing marginalisation and exclusion can challenge access to universal human rights.

**FPNGA additionally commits to including and positively representing the needs of vulnerable populations, and individuals who are affected by the intersecting drivers of marginalisation and exclusion.**

In our work and projects, intersecting drivers of marginalisation include gender and gender identity; residence in rural and remote locations with limited access to services; poverty; disability; being very young or an older adult; language barriers that limit access to information or services; limited formal education; and low status within family or community. In PNG, the increasing impact of climate change also raises the risk of internal displacement, further exacerbating vulnerabilities for those affected.

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<sup>1</sup> <https://femilipng.org/resources/information-on-fsv/facts-about-fsv/>

## 2. Racial justice

### **FPNGA commits to the pursuit of racial justice.**

Racism is more than prejudice; it occurs when bias is reinforced by the power to discriminate, oppress or limit the rights of others<sup>2</sup>. Inequalities based on race intersect with other forms of disadvantage, including gender, disability, age and poverty. Achieving true racial justice requires both systemic change and accountability in practice.

We actively challenge these inequities by valuing and fostering **respectful partnerships**, amplifying local leadership, and ensuring that diverse voices, knowledge systems and cultural perspectives are valued and included in our work.

Our commitment to racial justice strengthens our support of women and girls in PNG, acknowledging that gender inequality and racial inequality are interconnected and mutually reinforcing.

## 3. Climate justice

### **FPNGA commits to promoting environmental sustainability, climate action and improved environmental outcomes in our work and projects.**

Climate change disproportionately affects the most vulnerable communities, including those we serve in PNG, worsening existing inequalities and threats to safety, health, and livelihoods.

While climate is not our primary focus, we support and collaborate with local partners to integrate sustainable, climate-resilient practices where possible, respecting their leadership and expertise.

### **FPNGA commits to minimising the environmental impact of our internal operations.**

As a remote-first team, we understand that our most significant carbon footprint arises from:

- Travel, including flights, car journeys, and hotel accommodation
- Technology use, including computers, mobile phones, tablets, and our online activities such as file storage and virtual meetings.

To reduce our impact, FPNGA minimises flight travel and car journeys where possible, and off-sets all flights taken by our staff, consultants and representatives through tree planting with the Trees for Life carbon offset program.

FPNGA will continue to monitor our overall Carbon Footprint, with the aim of achieving carbon neutrality.

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<sup>2</sup> <https://humanrights.gov.au/our-work/race-discrimination/what-racism>

## 4. Implementation and Accountability

**Staff Training and Awareness:** We will provide regular training and resources to all staff and representatives to build understanding and embed these commitments into their work.

**Monitoring and Reporting:** FPNGA will regularly monitor progress against these commitments, including measuring outcomes related to human rights, racial justice, and climate justice through annual staff reflection workshops. Findings will be reported to the Board and used to inform continuous improvement.

**Feedback and Complaints:** We encourage feedback from partners, beneficiaries, and staff to hold ourselves accountable and address any concerns related to these commitments promptly and transparently.

## 5. Review Process

The Executive Director (ED) is responsible for maintaining this document, including updating confirmed changes, informing staff of the changes, and disseminating the latest version to all personnel.

This statement will be reviewed at least every three years or more frequently if required due to changes in external standards, organisational priorities, or learnings from implementation.