



## **YFE's FEMINIST CULTURE STATEMENT**

**This is the Feminist Culture we aspire to create, strengthen, live up to, commit to and hold ourselves accountable to:**

We are innovative, flexible and we encourage new ideas

We foster collaboration and co-creation instead of competition

We keep a curious attitude and dismiss judgment, because judgment and curiosity can't live in the same place at the same time

We check in with each other and take responsibility for the wellbeing of our sisters and the team

We foster inclusive, feminist leadership

We take ownership for our tasks and responsibilities and acknowledge our individual responsibility in shaping YFE and the team.

We create a space where people are encouraged to take leads, action and implement their ideas instead of micro manage and control

We create the structures and an atmosphere that enable and empower young feminists to create, innovate, connect or take action

We encourage personal development, constructive feedback, and give and get the support we need

We acknowledge that YFE is also a place to learn and to develop new skills and where it's ok to make mistakes. Mistakes are part of the process.

We are committed to be engaged and involved in the group and for the feminist cause

We embrace diversity and inclusion and we are supportive towards each other  
Intersectional perspectives are not only mirrored in our output but also embedded in our own structures.

We are empathetic towards our sisters and practice deep listening, self reflection and acknowledge that we are in learning together

We recognize that there can be conflict and we can step back if we need it  
Conflicts are openly discussed and resolved, and we learn from them

We see conflict as a potential for improvement

We communicate respectfully, compassionate and non-violent

We call each other in, not out

We are direct and transparent when we communicate

We hold a safe, brave, trustful and open space