Our Core Values & Guiding Principles

Locally Led, Inclusive and Climate-Resilient Development

GRACE
GREEN RESILIENCE AND COOPERATION FOR ECOSYSTEM

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GREEN RESILIENCE AND COOPERATION FOR ECOSYSTEM (GRACE)
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Our Core Values & Guiding Principles

Locally Led, Inclusive and Climate-Resilient Development

At GRACE, our core values define who we are, guide how we work, and shape our relationships with communities, partners, and stakeholders. As a women-led, community-centered development organization, we are committed to upholding human dignity, advancing social justice, empowering marginalized communities, and promoting sustainable and climate-resilient development.

Our values are embedded in our organizational governance, program design, implementation, partnerships, and accountability systems. They reflect our commitment to ethical leadership, meaningful community ownership, and lasting positive change.

Our 10 Core Values

1. Humanity, Dignity & Compassion

We place people at the heart of everything we do. We uphold human dignity, protect fundamental rights, and respond to the needs of vulnerable and marginalized populations with compassion, empathy, and respect, without discrimination.

2. Integrity, Transparency & Accountability

We uphold the highest standards of honesty, ethical conduct, and responsible stewardship of resources. We promote transparent decision-making, financial accountability, open communication, and accessible feedback mechanisms, ensuring accountability to communities, partners, donors, and other stakeholders.

3. Gender Equality, Equity & Social Inclusion (GESI)

We champion gender equality, women's leadership, and equitable opportunities for all. We actively address discrimination, exclusion, and structural inequalities while promoting the meaningful participation, protection, and empowerment of women, children, youth, persons with disabilities, and marginalized communities.

4. Community Ownership & Meaningful Participation

We believe sustainable development begins with communities themselves. We prioritize community voices, local knowledge, and lived experiences in identifying needs, designing solutions, making decisions, implementing programs, and evaluating outcomes. We promote locally led development that strengthens community ownership and self-reliance.

5. Justice, Human Rights & Non-Discrimination

We are committed to social justice, fairness, and the protection of fundamental human rights. We work to reduce inequalities, challenge discriminatory practices, and ensure that underserved populations have equitable access to opportunities, essential services, resources, and decision-making processes.

6. Innovation, Learning & Adaptability

We encourage creativity, evidence-informed solutions, and continuous organizational learning. We value grassroots innovation, constructive feedback, research, and adaptive management to address emerging challenges, improve program effectiveness, and achieve sustainable development outcomes.

7. Environmental Sustainability & Climate Resilience

We recognize environmental protection and climate resilience as essential foundations of sustainable development. We promote climate adaptation, disaster risk reduction, responsible natural resource

management, and environmentally sustainable practices that strengthen community resilience and safeguard the well-being of present and future generations.

8. Collaboration, Partnership & Collective Action

We believe meaningful change requires collective effort. We build equitable, respectful, and accountable partnerships with communities, civil society organizations, government institutions, UN agencies, development partners, academia, and the private sector. We value complementary expertise, shared responsibilities, and collective impact.

9. Ethical Leadership, Teamwork & Empowerment

We promote inclusive, accountable, and participatory leadership that inspires trust, encourages teamwork, and nurtures future leaders. We invest in people's capacities, recognize diverse talents, and foster a supportive organizational culture built on mutual respect, shared responsibility, and professional excellence.

10. Safeguarding, Protection & Do No Harm

We are committed to creating safe, respectful, and inclusive environments for everyone involved in our work. We prioritize the protection of children and at-risk adults, prevention of sexual exploitation, abuse and harassment, confidentiality, and responsible engagement. We seek to identify and minimize potential harm throughout our programs and operations.

Our Guiding Principles

To translate these values into practice, GRACE is guided by the principles of localization, participation, inclusiveness, accountability, safeguarding, environmental responsibility, and evidence-based decision-making.

These principles inform our approach to organizational governance, strategic planning, program implementation, financial management, monitoring, evaluation, accountability and learning (MEAL), human resource management, and institutional partnerships.

Our Commitment

We believe that sustainable transformation is achieved when communities are respected, empowered, and meaningfully engaged as partners in their own development. Guided by our values, GRACE strives to build a future where every person can live with dignity, exercise their rights, access equitable opportunities, and thrive in a just, inclusive, and climate-resilient society.



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