



## Our Working Values

Stakeholder Forum is a value centred organization. The internal values critical for us to deliver are:

**Communication:** For an organization to work, it needs to have effective internal communications. Every person working for SF should think through how they communicate with each other both on work related activities and in personal expressions of views.

**Consensus:** SF seeks to arrive at decisions through consensus.

**Consultation:** SF is committed to seek advice from staff on all decisions it make.

**Equitable:** Input of all the staff, consultants or interns working for SF is highly valued. No discrimination due to gender, age or ethnic background is accepted within the organization.

**Gender Mainstreaming:** Mainstreaming a gender perspective in SF is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.

**Inclusiveness:** SF is committed to providing a space for people to input into deliberations around decisions.

**Participation:** SF is committed to the bringing together of relevant internal actors - and this may also include executive members in our decision making processes.

**Respect:** People working for SF should always show respect for each others' opinions and the work they do for the organization.

**Teamwork:** The success of an organization is built on the work of its staff and that work includes supporting each other when times are very busy.