



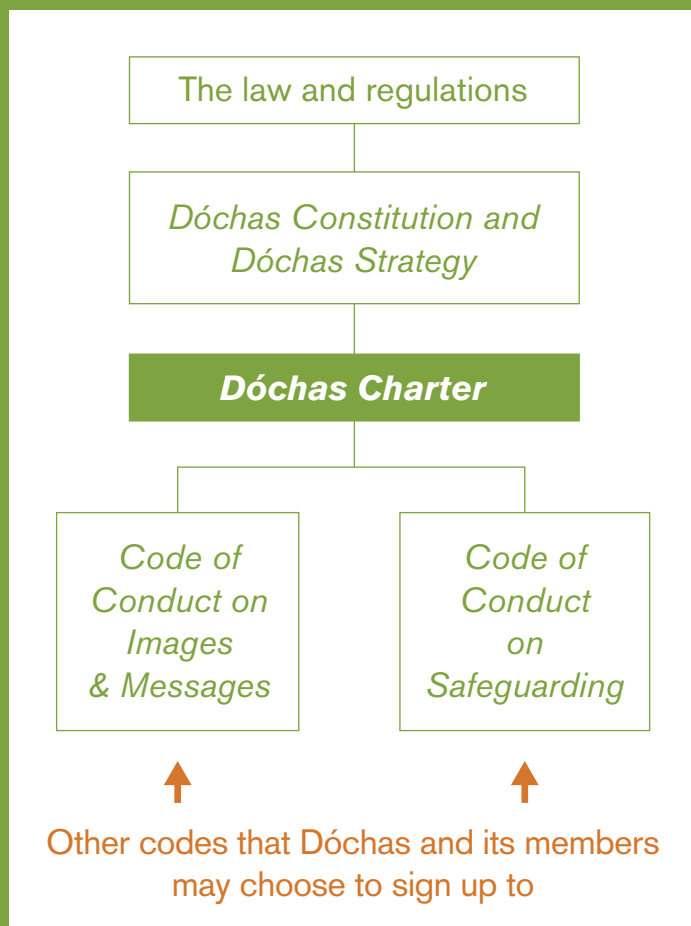
THE DÓCHAS CHARTER

We are Dóchas

We are the voice of the international development and humanitarian sector in Ireland. We are a network that connects, represents and inspires organisations working for global justice. Our vision is of a world where poverty and marginalisation are unacceptable and where every person has the right to live a life in dignity. We differ in many ways (age, size, structure, staffing, nature of work, approach to development, and so on) but are united by our collective mission to work for global justice and recognise that we cannot achieve the society we want on our own. We are united by this Charter.

Rationale and positioning of the Charter

This Charter outlines what it means to be a member of Dóchas and signals this both to our members and to the wider world. It was drawn up in consultation with Dóchas members, volunteers and staff. The graphic below shows where the Charter is positioned in relation to other documents:



Our shared values



Dóchas is defined by the relationships between its members. These are based on mutual interest and shared commitments to human rights, justice and the eradication of poverty, and are constantly intensified through the Dóchas governance structures, working groups and common activities. Our overarching ethos can be broken down into eight values to which we subscribe and that inform how we behave:

Integrity – Everything we do is guided by the morals of honesty, fairness and transparency.

Independence – We believe strongly in the freedom, voice and legitimacy of civil society and we act independent of the state, political parties and business interests.

Collaboration – We understand that we are better together and work in partnership with others in order to achieve collective impact.

Respect – We uphold human rights and carry out our work with respect for all those with whom we engage. We call out human rights abuses and advocate remedial action.

Inclusivity – We value equality and diversity and are non-discriminatory in all our activities. We prioritise the needs of the poor, voiceless and excluded.

Professionalism – At the most basic level, we aim to do no harm. But we recognise that this is not enough; we commit to upholding the highest professional standards in all that we do.

Accountability – We know who our stakeholders are, including and particularly those who we aim to respond to through our work, and always seek to be held to account by them.

Learning – We actively seek to get better at what we do, through training and education and through monitoring and evaluating our work. We learn from our mistakes and share our learnings with others.

Transparency – We are committed to transparency in our processes and decision-making, and we aim to provide honest, open and transparent disclosure when interacting with members of the public. We believe that communications and providing information, whilst accepting we may not always be right, is critical for good collaboration, cooperation, and collective decision making.

The principles that inform Dóchas' relationship with its members



WE WILL:

- Represent the network in its entirety and celebrate its diversity. It is this diversity of experience and perspective that represents the strengths of the network.
- Seek joint agreement wherever possible, but accept absolute consensus is not always feasible.
- Collaborate with each other and with other actors who can help us to achieve our collective goals.
- Advocate passionately and constructively for the sector to government, business and other relevant actors.
- Share our knowledge and experience openly and honestly, and provide a range of practical and meaningful supports to our members.
- Challenge what needs to be challenged, however difficult this may be.
- Deal effectively with any questions put to us and/or criticism levelled at us.
- Set high standards for the governance, management and operations of organisations in our sector.
- Model good practice as a company, employer, charity and representative organisation.

The principles that inform members' relationship with Dóchas



WE WILL:

- Contribute and participate actively in Dóchas governance structures, working groups and common activities, in line with our organisational capacity.
- Collaborate with each other and with other actors who can help us to achieve our collective goals.
- Share our knowledge and experience with other members and with Dóchas.
- Provide mutual support to other Dóchas members.
- Challenge what needs to be challenged, however difficult this may be.
- Support commonly agreed positions, or if this proves challenging, not publicly highlight disagreement with these positions.
- Adopt high standards of professionalism in the governance, management and operations of our organisation.
- Uphold standards and not let the sector's reputation be damaged by our behaviours.
- Deal effectively with any questions put to us and/or criticism levelled at us.
- Strive to keep getting better at what we do.

The principles that inform both our relationships with the wider world



WE WILL:

- Be led by our missions to work for global justice and not be unduly influenced by other players.
- Collaborate with each other and with other actors who can help us to achieve our collective goals.
- Build greater awareness of our work amongst the public.
- Use positive messaging and imaging which shows respect for the dignity of people when describing our work.
- Engage in ethical fundraising practices.
- Commit to excellent safeguarding practice.
- Be transparent about all that we do.



Adoption, implementation and review

This Charter was formally approved by the Dóchas Board on March 26 2020.

It will be reviewed every three years, or earlier if circumstances demand it
New members are required to sign up to the Charter as part of their application process.
Existing members will be required to restate their commitment to the Charter as part of the annual membership fee process. Concerns about any parties not abiding by the Charter can be raised through our complaints handling channels, as outlined, for example, in our Whistleblowing policy.