

# The Decoloniality Charter of SeeChange

SeeChange believes that fostering decoloniality, diversity, equity, and inclusion is fundamental for us to achieve our vision of communities as agents of their own health crisis response.

The Decoloniality Charter of SeeChange is an organization-wide initiative which aims to bring together all of our members and partners around this unified vision and keep us accountable to our commitments.

## DECOLONIALITY

The commitment to a process of doing and undoing, learning and unlearning, that is aimed at eradicating the injustices and oppression prevalent in our society caused by colonialism.

## DIVERSITY

The undeniable presence of a variety of differences among individuals.

## EQUITY

The state where all individuals have what they need to thrive, regardless of who they are, where they come from, and what they look like.

## INCLUSION

The practice of ensuring that all individuals have a seat at the table, and feel a sense of dignity, respect, and belonging.

## COMMITMENTS

### UNLEARNING

Unconscious bias training, drawing out and reflecting on our preconceptions and beliefs

### LEARNING

Radical listening and reciprocal knowledge exchange with communities who have been made vulnerable

### AMPLIFICATION

Creating spaces that center communities who have been made vulnerable, influencing wider change on decoloniality and systemic injustices within the global health field

### REFLEXIVITY

Practicing self-reflection and self-examination, continuously reflecting on how we do things & how we can do better, improving accessibility in all we do

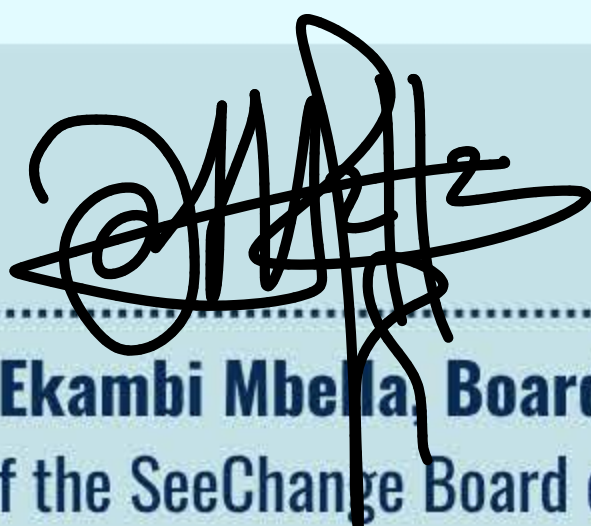
### ACCOUNTABILITY

Creating and committing to actionable steps, being transparent about our progress, holding annual check-ins

### DECARBONIZATION

Fostering planetary health by reducing our carbon footprint and considering all life forms impacted by colonialism and industrial capitalism

## SIGNED BY



**Hugnette Ekambi Mbella, Board Chair**  
on behalf of the SeeChange Board of Directors



**Rachel Kiddell-Monroe, Executive Director**  
on behalf of the SeeChange Operations Team