ACTuando Juntas Jotay Program

Strategic Plan 2023 - 2028



IDENTITY

MISSION

We aspire to a world of peace, freedom, equality, social and climate justice. We contribute to a Guatemala where peoples, communities, and individuals live with dignity, sustain life with Mother Earth, promote democracy, and build coexistence while respecting diversities and differences.

VISION

From our ecumenical identity and in local and international collaboration, we unite to contribute to the strengthening of organizations, peoples, communities, and individuals in the exercise of their rights and those of Mother Earth, for a life with justice, equality, and sustainability.

VALUES

- Respect
- Liberty
- Dignity
- Equality
- Equity

- Solidarity
- Collectivity
- Justice

APPROACHES

Human Rights-Based Approach

Based on national and international human rights instruments, with a focus on promoting participation, accountability, empowerment, learning, and nondiscrimination of all individuals and participating populations, to strengthen them as direct agents and protagonists of their own development.

Indigenous Peoples' Rights Approach

Seeks an acknowledgement of the ethnocultural/pluricultural diversity existing in Guatemala and will stimulate the knowledge and promotion of international law on indigenous peoples. It will develop a dialogue on the factors that encourage and sustain hegemonic thinking based on racism.

Core Humanitarian Standard on Quality and Accountability (CHS)

This approach focuses on the need to empower the same population and grant decision-making power, while respecting their fundamental human rights. It is related to any development, advocacy, or humanitarian action concerning the quality and transparent accountability of these actions.

Gender Equality Approach

The Strategic Plan will foster, through gender mainstreaming, mechanisms and processes to build knowledge and competencies to analyze power imbalances and their influence on women and men. It will guarantee the empowerment of women, as well as LGTBIQ+ individuals.

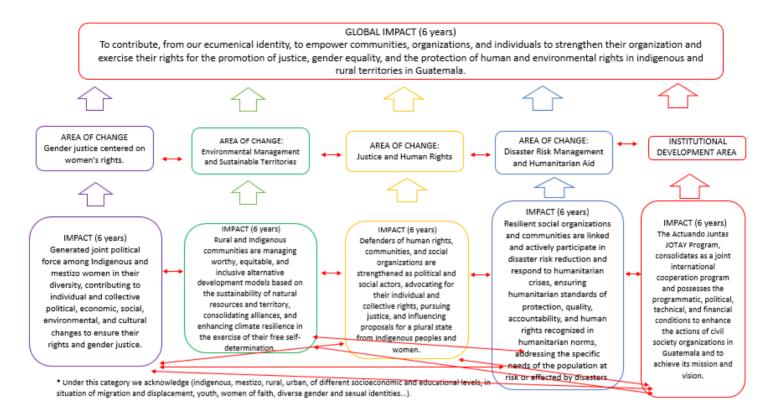
Conflict Sensitivity and Do No Harm Approach

Based on knowledge and analysis of the contexts, power dynamics, and the conflicts that characterize them, it will help identify unifying factors (connectors) as well as factors of tension and division (dividers) that may exist among social groups in the working scenarios.

Environmental and Social Sustainability Approach

Sustainability of life should be at the core of any social, political, or economic process. Therefore, incorporating environmental sustainability into processes is required, taking into account the principles of "Buen Vivir" promoted by indigenous peoples.

PATHS OF CHANGE



AREA 1 **GENDER JUSTICE CENTERED ON WOMEN'S RIGHTS** Gender justice centered on women's rights IMPACT Generated political strength among Indigenous and mestizo women in their diversity*, contributing to political, economic, social, (6 years) environmental, and cultural changes at the individual and collective levels to ensure their rights and gender justice. R.2. Faith-based partner organizations and R3. Indigenous and mestizo women in their R.1 Indigenous and mestizo women in their allied stakeholders promote processes to diversity, especially women who have survived diversity, along with their organizations, denaturalize and reduce the different types of violence, access, use, and control resources in generate proposals for well- being1 from a Mediumviolence against women, internally and the management of individual and collective critical perspective and collectively act to term results externally, acknowledging sexual and gender socio-economic initiatives with economic and (4 years) change situations of inequality, exclusion, diversities. environmental sustainability. and oppression .. R.1.1 Indigenous and R.2.2 Partner mestizo women, in their organizations R.3.1 Indigenous and R.1.2 Indigenous R.2.1. Social and faithdiversity, strengthen have more R.3.2. Indigenous mestizo women in and mestizo women based organizations and promote proactive resources for and mestizo women their diversity in their diversity join promote, act upon, and leadership through prevention and in their diversity, develop skills and forces in strategies uphold gender equality individual and collective to improve the with organizational knowledge for the Shortto build and position and sexual identity in all quality of empowerment capacity, are implementation of term strategies to actively alternative proposals areas of operation comprehensive accessing local and economic initiatives results and policies that (regulatory, political, participate and care for women national markets to based on social and (2 years) contribute to technical, organizational, influence key decisionsurvivors of all promote their solidary economic guaranteeing their and financial). making positions at types of economic models that enable individual-collective both the organizational violence. empowerment. access to alternative rights. and political levels, from sources of financing. the local to the international level

*Under this category, acknowledgement is given to Indigenous and mestizo women, both rural and urban, from diverse socio-economic and educational backgrounds, as well as those in migration and displacement situations, young women, women of faith, and diverse gender and sexual identities. ¹ "Buen vivir" refers to women living with dignity, making decisions about their lives, and having the material resources that allow them to live satisfyingly.

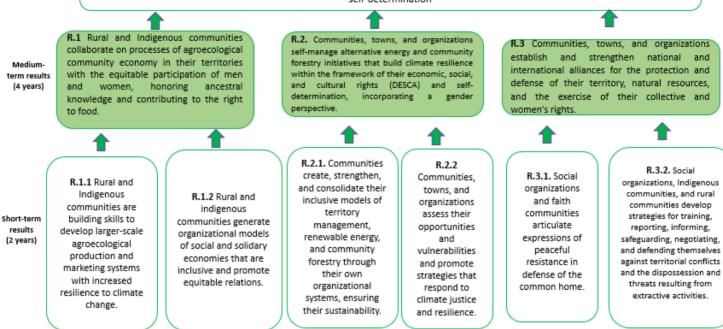


ENVIRONMENTAL MANAGEMENT AND SUSTAINABLE TERRITORIES



Environmental Management and Sustainable Territories

Rural and Indigenous communities manage worthy, equitable, and inclusive alternative development models based on the sustainability of natural resources and territory. They consolidate alliances and enhance climate resilience in the exercise of their free self-determination



AREA 3

JUSTICE AND HUMAN RIGHTS

R.1.2 Rights defenders.

justice operators,

partner organizations,

and communities

implement actions and

strategic partnerships

to defend and ensure

the right to access to

justice.

IMPACT (6 years)

results

(4 years)

Justice and Human Rights

Defenders, communities, and social organizations strengthen themselves as political and social stakeholders, advocating for their individual and collective rights, pursuing justice, and influencing proposals for a plural state from Indigenous peoples and women.

R.1 Human rights defenders and people in situations of migration and forced Medium-term displacement have access to justice and influence the State through national and international mechanisms to generate progress in the guarantee of rights, the fight against impunity and criminalization

R.2. Communities, organizations, human rights defenders, justice operators, and people in situations of migration and forced displacement strengthen their abilities to ensure safe environments and national and international protection policies for the exercise of their rights.

R.2.1. Human rights defenders and partner organizations expand their capabilities for the application of mechanisms for selfprotection and protection of their integrity.

R.2.2 Partner organizations implement national and international strategies to influence duty bearers on the activation of State defense policies for human rights defenders.

R.3.1. Indigenous communities and their leaders, especially indigenous women, have strengthened their capabilities to exercise their right to organize, occupy decision-making positions and generate proposals within the framework of their self-determination.

country's plurinationality.

R.3 Indigenous peoples defend and exercise

their individual and collective rights within the

framework of the right to self-determination,

engaging in dialogues and unifying political

strategies for the acknowledgment of the

R.3.2. Indigenous Peoples' organizations act collaboratively with various sectors, both nationally and internationally, to promote their . individual and collective rights and political proposals for the establishment of a plurinational state.



human rights of human rights defenders, justice operators and partner organizations for the defense, protection and generation of proposals in favor of individual and collective rights at the national and international level.

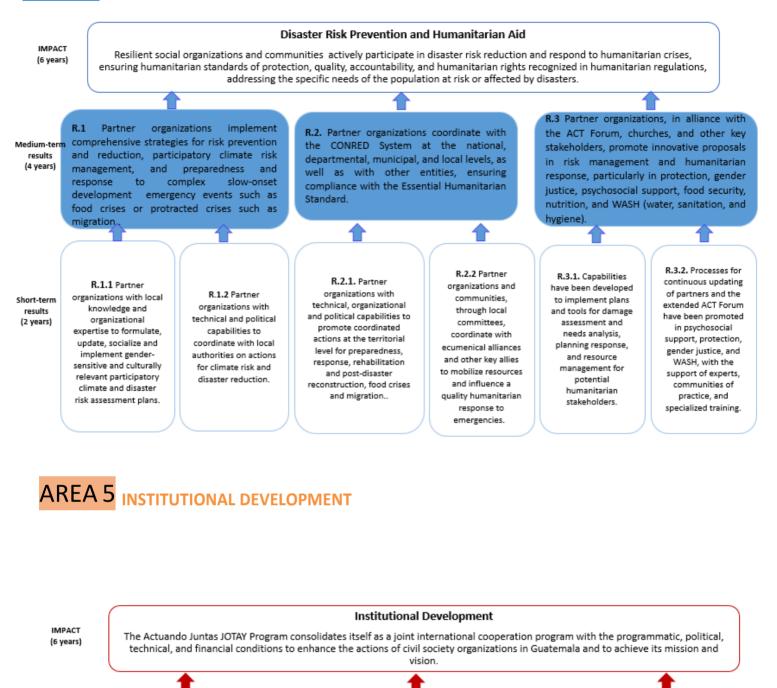
R.1.1 Enhanced

competences in the

area of justice and

ARFA 4

DISASTER RISK PREVENTION AND HUMANITARIAN AID



Medium-te results (4 years)

Short-term

results

(2 years)

and is operational

with the definition

of indicators, goals,

timelines, and

responsibilities for

each year based on

the approved SP.

and Learning area is consolidated with agile and applicable tools and work methods that are easy to understand to ensure effective planning, monitoring, assessment, and learning processes both internally and externally (PMEA).

R.1 The Planning, Monitoring, Assessment,

R.1.2 Digital/electronic tools tailored to the R.1.1 The PMEA Program's procedures system has been reviewed, updated,

enable the team and partner organizations to have immediate, useful, and highquality information to advance and/or adapt strategies and actions towards the desired changes.

R.2.1. Working team with capabilities to fulfill its functions, maintains a proactive attitude incorporating innovative proposals.

Development).

R.2.

There

is

multidisciplinary, and cohesive team that

promotes principles of solidarity, sisterhood,

internal harmony, and decent working

conditions, contributing to the achievement

of institutional objectives (Management and

а

professional.

R.2.2 Team with the competencies to support members and contribute to the achievement of the impacts proposed in the SP.

R.2.3. Institutionalized risk prevention and mitigation strategies.

R.3.1. Updated and automated informatics accounting system integrating the program's administrative and financial services both internally and externally

and Finance)

R.3 The administrative-financial system

applies standards and procedures that

facilitate management and optimize the

available resources to achieve the impacts

planned by the Program (Administration

R.3.2. Program policies and procedures are applied and standardized and comply with national regulations and partner agencies' requirements.

STAKEHOLDERS

- Indigenous Peoples
- Women
- Rural population
- Faith-based stakeholders Youth
- Migrants and/or internally displaced persons
- Human Rights Defenders and Justice Operators

STRATEGIES

Political Advocacy, Strategic Collaboration, and Communications

The goal is to facilitate and promote political advocacy and collaborative spaces with partner and allied organizations, through international collaboration, to influence duty bearers in the fulfillment of human rights and justice.

To communicate strategically the work we do, making the impact of our actions and results visible, and to influence social and cultural perceptions in favor of human rights, justice, and social equity.

Strategy for accompanying partner organizations

The aim is to strengthen the political, organizational, programmatic, administrative, and financial competencies of partner organizations, enabling them to act with greater quality, creativity, and effectiveness, in line with their objectives as organizations that strive for social, cultural, environmental, political, and economic transformations and the generation of critical thought and proposals.

Actions with faith-based stakeholders

The objective is to facilitate and promote spaces for the influence and political action of faith-based stakeholders in favor of human rights, social, and climate justice, strengthening proposals for equality against different types of violence, multiple discriminations, and the dispossession of indigenous peoples' territories.

Fund mobilization strategy

The goal is to increase sources of funding and diversify donors to expand and strengthen the sustainability of the social, cultural, environmental, political, and economic transformation processes promoted by partner organizations and the program.

STRATEGIC PLAN MONITORING SYSTEM

Each of the change paths in the respective areas has indicators that will allow for monitoring progress during the implementation of the strategic plan. They will also be used for the mid-term and final assessments to measure the scope of impacts and results.

The monitoring system of the SP is part of Area 5, which is institutional development, and serves as support in accompanying and monitoring partners by the programmatic areas.