



VISION

CREA envisions a more just and peaceful world, where everyone realizes their autonomy, dignity and equality.

MISSION

CREA builds feminist leadership, strengthens movements, challenges unjust power structures, expands sexual and reproductive freedoms and advances the human rights of structurally excluded people.

VALUES

Critical feminist practice

CREA aims to practice inclusive and intersectional feminism — centering gender, sexuality, accessibility and rights and amplifying the voices and visibility of those structurally excluded.

Diversity & cross-movement collaboration

CREA promotes cross-movement knowledge, solidarity, and collaboration.

Multigenerational approaches

CREA practices multigenerational mentorship and learning within the framework of movement-building.

Innovation and creativity

CREA strives to ignite ideas, knowledge, and alliances — translating creative and critical thinking into action.

Sharing and shifting power

CREA works through partnerships — redistributing resources, knowledge and power, and opening spaces and expanding possibilities for activists to build collective power.

CREA'S STRATEGIES

Capacitate

Communicate

Complicate

Connect

Create

Convene



CREA uses the term 'structurally excluded' to draw attention to the ways in which societal architecture prevents certain people from enjoying the full spectrum of rights and from meaningfully and effectively participating in their communities and decision-making spaces.

Our work focuses on preventing individual harms, dismantling the structures that construct and sustain those harms, and creating pathways to justice for persons excluded because of their real or perceived genders, sexualities, identities, or chosen forms of labour.

At present, CREA works with structurally excluded women and girls, persons of diverse sexualities, genders and sex characteristics, persons with disabilities, and sex workers. CREA will continue to practice and advocate for broader inclusion and solidarity.

OBJECTIVES

1

Feminist leadership and movements are strong, intersectional, inclusive, and amplify the voices of structurally excluded people.

OUTCOME 1.1:

Partner organizations are capacitated to become more intersectional, accessible, effective and inclusive of structurally excluded people.

OUTCOME 1.2:

A cadre of leaders — particularly among structurally excluded people — is capacitated to advance feminist models of leadership, participation and critical thinking.

OUTCOME 1.3:

South-South and global movements increasingly express solidarity with and reflect the perspectives of structurally excluded people.

2

Sexual and reproductive health and rights are advanced so that all people exercise bodily autonomy, consent and control over their choices and decisions.

OUTCOME 2.1:

SRHR movement actors increasingly embrace a rights-based and affirmative approach.

OUTCOME 2.2:

Individuals are capacitated to exercise and assert their sexual and reproductive rights and freedoms.

OUTCOME 2.3:

Policy actors defend and advance sexual and reproductive rights and health.

OUTCOME 2.4:

Families, community members and other stakeholders increasingly support the sexual and reproductive rights and freedoms of all people.

3

Responses to gender-based violence expand and promote well-being, security and rights.

OUTCOME 3.1:

Structurally excluded people identify and understand gender-based violence (GBV) and take action to address it in their lives and communities.

OUTCOME 3.2:

Advocacy, public education and capacity-building efforts effectively challenge punitive or protectionist laws, policies and practices that can exacerbate GBV or otherwise cause harm.

OUTCOME 3.3:

GBV movement actors increasingly embrace a rights-based and affirmative approach.

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Feminist, human rights and allied movements defend and expand civic space and foster collective resilience.

OUTCOME 4.1:

Structurally excluded people and their movements contribute to the defence and expansion of civic space.

OUTCOME 4.2:

Partner organizations and movements develop new discourses and strategies to resist and challenge anti-feminist and anti-rights mobilizations.

OUTCOME 4.3:

Advocacy, public education and capacity-building efforts expand dialogues across contentious or neglected feminist issues, to build more effective movements.

OUTCOME 4.4:

Feminist organizations increasingly adopt critical approaches to technology and defend digital rights, thereby enhancing the safety, security and well-being of movements and structurally excluded people in online spaces.

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CREA manifests its values to be an intersectional, inclusive, accessible, diverse, innovative, collaborative and multigenerational feminist organization that strives to operate at high levels of excellence, effectiveness and accountability.

OUTCOME 5.1:

Organizational culture and structures reflect its values and enable it to advance its mission.

OUTCOME 5.2:

Organizational processes and systems enhance clarity, transparency, learning, accountability, efficiency and agility.

OUTCOME 5.3:

CREA secures and manages the resources needed to implement its strategic plan and maximize strategic growth, innovation, responsiveness and sustainability.