



Charter of CoCreate Humanity

A community of humanitarian peers is providing and promoting integral, psychosocial and holistic solutions for healthy, inspired and effective humanitarian workers worldwide.

Humanitarian work in conflict and disaster zones around the world is difficult and not much respected. The challenges and increased danger put pressure on individuals and organizations, and many humanitarian workers experience trauma, stress and burnout. The aid agencies sometimes struggle to recognize these invisible injuries and to support their own workers; they also struggle to honour, acknowledge, recognize and remember colleagues appropriately who get injured or die while carrying out their humanitarian missions.

The results are that:

- Humanitarian workers, who put their lives on the line to help others in need in dangerous environments, when experiencing trauma, burnout and stress, are often left hanging in situations when they need support, healing and recovery themselves;
- The aid agencies' humanitarian impact, through the work, trust and motivation of its staff, is not as effective as it could be.
- Appropriate memorials and practices to recognize, commemorate and honour lost colleagues are missing;

Purpose (Objectives):

The purpose of CoCreate Humanity is to work as a community of humanitarian peers, providing and promoting integral, psychosocial and holistic solutions for healthy, inspired and effective humanitarian workers worldwide.

CoCreate Humanity aims to support individual humanitarian workers individually and collectively to advocate for and co-creatively influence the organizational culture of how we in the sector deal with the impact of violence and the resulting trauma, injury and loss of life. CoCreate Humanity also aims to support organizations and to work in partnership with others to implement such a 'Culture of Care', which should be reflected at all levels, in organizational strategies, policies, procedures and operations.

What we value

HUMANITARIAN WORKER: A humanitarian worker is a person who is or has been engaged in activities that promote human dignity, alleviate suffering and promote human welfare for humanity as a whole. We acknowledge humanitarian work in its broadest sense.

COCREATE HUMANITY: To 'cocreate humanity' means that we all work together to manifest the universal sense and values of humanity, with everyone contributing in their own unique ways, to their own

potentials. What we aim to achieve as humanitarians in the world, congruently, we will also apply in the way how we act among ourselves, in a consistent set of practices that invite us to reclaim our inner wholeness and bring all of who we are to work.

DIVERSITY: Every person is on their own unique path to unfold their full potential. There is no single exclusive way to approach the resolution of trauma, burnout and stress. We include all humanitarians, welcoming their diversity, and stand in solidarity with them.

CULTURE OF CARE: A culture of care is present in an organisational context when it provides timely and effective caring response mechanisms, supporting workers - helping them understand, cope with, heal and recover from the individual and collective impact of the violence that they and/or their colleagues are exposed to in the environments in which their organisation is active. A culture of care is also present when colleagues who lost their lives while carrying out their humanitarian mission are duly honoured and remembered, individually and over time.

Projects and Initiatives:

CoCreate Humanity is a Geneva, Switzerland based association with global reach, working with both individual humanitarians and organisational partners, seeking to achieve its goals by engaging in issues such as:

- Prevention and preparedness: helping to ensure physical and psychological safety of staff on humanitarian assignments
- Acknowledgement and support: recognizing the efforts and suffering endured by those humanitarians affected directly and indirectly by visible and invisible injuries, and how we support them and their dependents
- Memory: commemorating and honoring those who have lost their lives while carrying out humanitarian missions
- Accountability: recording, learning from and sharing knowledge of security incidents and their impacts, and advocating for improved strategies, policies and procedures

CoCreate Humanity does this by:

Creating and maintaining an inclusive community of humanitarian peers for our mutual support

For example:

- Creating both virtual (online) and physical meeting opportunities that enable and encourage communication, solidarity among humanitarian workers as well as peer-to-peer and self-help networks worldwide
- Create and maintain platforms and places that bear testimony to humanitarian work and serve as a memorial to those who have lost their lives while on a humanitarian mission

Providing support services to humanitarian peers

For example:

- Provide confidential spaces for individual and personal debriefing and expression, outside of the confines of an employment relationship
- Providing information and support services for victims of stress, burnout and PTSD
- Supporting individuals who are seeking redress from current or former employers for visible and invisible injuries sustained during the course of their humanitarian work
- Provide programs to support social and economic (re)integration
- Provide support to internal employee resource initiatives within humanitarian agencies and NGO's

Advocacy and awareness raising with employers in the humanitarian sector and the public in general

For example:

- Public awareness raising on working conditions in the environments of activity and the impact of humanitarian work on the workers themselves
- Work with employers, in an advisory and/or service provision role, to improve organisational culture, processes and procedures, deployment preparations and short as well as long term support systems for their staff
- Undertake and/or support research into the impact of stress, burnout and trauma and ways to address it
- Working for the official recognition of burnout and PTSD, conditions often arising from the work and environment humanitarian workers are exposed to

Setting up and maintaining a capital fund to assure continued financial support

For example:

- Setting up of a trust for earmarked monies to support program delivery, research and individual support costs

Summary and Conclusion

We believe that humanitarian work is among the most fundamental human activities there is. Nobody should be left behind or unduly suffer because of the choice to engage in humanitarian work. CoCreate Humanity stands for the unconditional solidarity with all humanitarian workers worldwide.

Adopted on 30 Aug 2019