

STRATEGIC PLAN PROPOSAL IRÍDIA 2020-2022

1. Name

Irídia – Human Rights Defence Center

2. Mission

To promote and defend human rights, especially civil and political rights, using a methodology based on a combination of strategic litigation, psychosocial intervention, transformative communication, and political advocacy from an intersectional feminist approach.

3. Vision

To contribute as a useful, rigorous, and independent tool in the state and international Catalan network of social organizations and movements in defence of human rights.

4. Irídia's values

a. Rigour

Our legal, communication and political advocacy actions must be based precisely on facts and data that are contrasted from a position connected to the social, economic and political reality of the moment.

b. Social Transformation

Our action to promote and defend rights must be oriented towards generating cultural, social, legal and/or political changes.

c. Independence:

The positions of the entity will be taken independently by its members without pressure from the Administration, political parties, economic or financial powers.

d. Global Justice:

Our organization defends civil and political rights from an economic, environmental, social, gender, and anti-racist justice framework from a global perspective.

e. Transparency:

The entity must give its members and citizens access to the content of strategic decisions taken, as well as economic decisions and its accounting reality.

3. Strategic lines

1. To strengthen the organization of the entity by generating greater sustainability, improving internal communication channels, expanding the social base, perfecting the capacity for political advocacy and communication, and implementing an intersectional feminist and psychosocial methodology.
2. To raise standards of human rights protection in relation to institutional violence, racism and migration, democratic memory, deprivation of liberty and the right to protest.

4. Strategic objectives

1. **To strengthen the organization of the entity by generating greater sustainability, improving internal communication channels, expanding the social base, increasing the capacity for political advocacy and communication, and implementing an intersectional feminist and psychosocial methodology.**

a. To establish the sustainability of the entity

- i. To expand our social base.
- ii. To consolidate our financial structure.
- iii. To improve the working conditions of our workers.
- iv. To establish economic stability.
- v. Balancing the work overload of workers and volunteers.

b. To consolidate the internal organizational structure

- i. To consolidate the roles, responsibilities, functions and tasks of the different bodies of the entity, as well as the interrelationship between them.
- ii. To strengthen the internal communication mechanisms of the entity.
- iii. To innovatively update the methodology for implementing the project cycle.
- iv. To implement a methodology of digital democratic participation in the entity.
- v. To improve the protocols for the entry, reception and exit of interns, volunteers and workers from the entity.
- vi. To develop and implement an Institutional Gender Plan to respond to situations of violence or rights violations due to gender that occur within the framework of the development of the entity's activities.

c. To consolidate the public image of the entity

- i. To structure the entity's communication methodology through a Communication Plan.
- ii. To diversify and expand the entity's spokespersons in a progressive manner.
- iii. To strengthen the collective strategies of external communication with our partners (related organizations).
- iv. To increase the impact of our activity and external communication.

d. To increase impact on political advocacy

- i. To structure the entity's advocacy methodology through an Advocacy Plan.
- ii. To consolidate the advocacy team.
- iii. To establish the entity's state political advocacy work, ensuring our territorial presence in Madrid,
- iv. To promote the generation of international alliances from Irídia in a suitable and systematized way.

e. To structure and implement an intersectional feminist methodology

- i. To structure the intersectional feminist methodology of the entity through the creation of an Intersectionality Plan.
- ii. To develop and implement this methodology in a transversal way in the internal organization of the entity and in the planning and execution of projects.

f. To contribute to the strengthening of internal psychosocial processes and to mainstream the psychosocial perspective

- i. To develop and implement a Team Care Strategy,
- ii. To develop and implement an action protocol for conflict prevention and management.
- iii. To contribute with the analysis of the dynamics and internal processes of the entity to the strengthening and sustainability of the teams and the organizational structure.
- iv. To articulate work with other entities that contribute to the development of the Team Care Strategy.
- v. To generate a methodology to mainstream the psychosocial perspective into the entity, both in the internal organization and in the projects.

2. To raise standards of human rights protection in relation to institutional violence, racism and migration, historical memory, deprivation of liberty and the right to protest.

a. Preventing and reporting institutional violence through SAIDAVI

- i. To carry out advisory and monitoring tasks in an efficient, effective and sustainable manner.
- ii. To apply the perspective of strategic human rights litigation to all litigation carried out by Irídia and expand the entity's capacities to develop strategic litigation and its impact.
- iii. To systematize the work methodology used by SAIDAVI at the psycho-legal level.
- iv. To develop an implementation plan for international strategic litigation in Irídia.
- v. To develop a plan for the prevention and reporting of institutional violence from public administrations and develop a strategy for its implementation.
- vi. To work to implement the annual recommendations made by the service on institutional violence.
- vii. To implement strategies for working with groups that are not currently accessing the service.
- viii. To establish a joint work network with public services and other entities from a psychosocial and legal perspective.
- ix. To make visible the psychosocial impacts of institutional violence.
- x. To work for legal and psychosocial reparation for people affected by institutional violence.

- xi.** To integrate the strategic priorities of the rest of the areas of the entity in the development of the service.

b. To defend the exercise of the right to protest, advising on its content and reporting its violations

- i.** To establish the Som Defensores network and work for its expansion to other parts of the state.
- ii.** To promote and consolidate the platform Defend the One Who Defends (“Defender a Quien Defiende”) as a relevant state actor.
- iii.** To support the creation of a movement to ban rubber bullets at state level.
- iv.** To monitor the management of the security forces in the face of social mobilisation.
- v.** To generate an international network of partners.
- vi.** To boost and promote the consolidation of the Network Malla (“Red Malla”).
- vii.** To accompany the processes of social and political advocacy of SAIDAVI litigation linked to the right to protest.

c. To defend the rights of prisoners and promote structural changes to the penal system

- i.** To make visible the violations of rights in prison towards women, non-binary gender or transgender prisoners and to improve their conditions.
- ii.** To generate dialogue around the prisons in the peripheral area of the Metropolitan Area.
- iii.** To introduce the entity into the associative fabric surrounding the prisons from a rights perspective.
- iv.** To promote the creation of a system for the protection of the rights of prisoners and their families by local administrations.
- v.** To increase the capacity of advocacy with the Prison Administration.
- vi.** To generate a plan for monitoring institutional violence in Catalan prisons by the entity.
- vii.** To accompany the processes of social and political advocacy of SAIDAVI litigation linked to people deprived of their liberty in prisons.

d. To denounce and make visible structural and institutional racism and promote migration policies that respect human rights

- i. To denounce the consequences of the deportation system and encourage networking against the social damage caused by deportations.
- ii. To mentor the human rights violations that occur in the Immigration Detention Centre (“Centro de Internamiento de Extranjeros”) in Barcelona and work actively to achieve its closure.
- iii. To increase the impact of our political and social networking on racism, and migration realities.
- iv. To accompany the social and political advocacy processes of the SAIDAVI litigation linked to racism and migration realities.

e. To promote the right to justice, truth, reparation and guarantees of non-repetition for the victims and for those who suffered reprisals in the civil war, Francoism, and transition to democracy

- i. To work for the generation to access to justice for victims and those who suffered reprisals during the civil war, Franco’s regime and the transition to democracy, as well as their families.
- ii. To encourage the Spanish State and the Government of Catalonia to promote effective policies on truth.
- iii. To influence public policies on memory at Catalan and national level.
- iv. To accompany the processes of social and political impact of SAIDAVI litigation linked to democracy memory.
- v. To contribute to the social processes of reparation and guarantees of non-repetition promoted by civil society.
- vi. To generate sustainability to develop this general objective.

f. To make visible the psychosocial impacts generated by the violations of rights to encourage their confrontation

- i. To contribute from the psychosocial perspective to the analysis of the entity’s situation.
- ii. To make visible the psychosocial impacts of human rights violations.
- iii. To activate resilience and coping mechanisms to strengthen the social fabric.

- iv.** To implement a feedback system between the entity and the university for the knowledge of the psychosocial impact of human rights violations.

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