
ADARA GROUP

OUR DEVELOPMENT PHILOSOPHY



OUR WORK IS INFORMED BY PRINCIPLES OF DEEP RESPECT, HUMILITY AND INTEGRITY.

WE VALUE:

1. LOCALISATION

- i. We are led by the communities we serve.
- ii. We listen, observe, and reflect on our work, in collaboration with local communities.
- iii. We engage in meaningful dialogue with communities to ensure our work is meeting their evolving needs.
- iv. Our work is led by local staff, and we value their expertise and local knowledge.
- v. We invest in our teams and strengthen their capacity through training and upskilling.
- vi. We do not take overseas volunteers to project sites unless skills are not available locally.

2. STRENGTHENING SYSTEMS FOR SUSTAINABILITY

- i. We strengthen local systems and do not disrupt, undermine, or replicate existing government and local service delivery or infrastructure.
- ii. We work in partnership with government to achieve national plans and priorities but aim to avoid the politicization of our funding.
- iii. We are committed to the longevity of our programmes due to our deep relationship with communities. If and when we need to exit, it is only following thorough consultation with communities after preexisting goals are met.
- iv. We support the local economy and buy all products and services locally, only bringing goods and equipment from overseas if they are not available regionally.
- v. We are committed to minimizing the environmental impact of our work and aim to work with local communities to adapt, respond to and mitigate the effects of climate change and to support environmental restoration.

3. HUMAN RIGHTS

- i. We support and seek to fulfill the human rights of the most marginalized, including vulnerable groups like women, children, the elderly and people living with disabilities.
- ii. We support human rights through best practice service delivery and believe that everyone has a right to health and education services no matter where they live.
- iii. We have zero tolerance for discrimination in all forms, including based on gender, religion, political affiliation, race, ethnicity, indigeneity, displacement, caste, sexual orientation, gender identity, class, socio-economic status, geography, ability, or age.
- iv. We celebrate and promote diversity, racial justice and inclusion.
- v. We are non-political and non-religious.

4. COMMUNITY OWNERSHIP

- i. All programmes are developed in deep consultation with local communities with the ultimate goal of local ownership.
- ii. We minimise plaques, labeling and badging of projects in our name and in our donors' names.
- iii. We are thoughtful about who we bring to project site and encourage travel and visitors only when strictly necessary.
- iv. We do not bring gifts to community members or distribute money on project sites.

- v. We behave in a culturally appropriate manner at all times.
- vi. We induct all visitors to the cultural and political and child safeguarding context before they arrive.
- vii. We manage visitors closely to ensure that they adhere to Adara's development principles and values.

5. LEARNING AND SHARING

- i. We learn from the community.
- ii. We learn from best practice.
- iii. We share our experience and knowledge.
- iv. We are flexible and adaptive to new ideas.
- v. We research, monitor and evaluate our work to ensure it is evidence-based.
- vi. We are not afraid to admit to, and learn from, our mistakes.

6. GOVERNANCE AND ACCOUNTABILITY

- i. We undertake rigorous internal risk management.
- ii. We believe in equal employment opportunities, so we advertise all jobs and undertake a detailed and fair interview process to seek the best candidates for all positions. We do not pay bribes or engage with black markets or illegal economies.
- iii. We respect local, regional, national, and international laws and policies, and adhere to standards of compliance.
- iv. We hold ourselves and our partners accountable for actions undertaken.
- v. We account for our spending to our stakeholders, and expect our partners to account for their spending to us.
- vi. We believe the resources at our disposal are to be used in a manner that brings maximum benefit to the communities we serve.
- vii. We pay fair local market rates for services and products.

7. PARTNERSHIP

- i. We have deep and connected relationships with the community, local NGOs and our donors.
- ii. We acknowledge the inherent power dynamic that exists between international and local partners and their funders, and seek to strengthen the power of local people.

WE ARE DEEPLY GRATEFUL FOR THE PRIVILEGE OF SUPPORTING AND PARTNERING WITH THE COMMUNITIES WITH WHOM WE WORK.