

STRATEGY 2030

MISSION

We work in solidarity with human rights defenders to achieve freedom, dignity, equality and justice, and partner with them to strengthen human rights laws, systems, networks and narratives.

KEY DRIVERS

- The work of human right defenders (HRDs) is essential for the realisation of all rights, particularly for groups experiencing discrimination and oppression.
- The participation of HRDs in policy development and decision-making leads to more fair and just outcomes at all levels.
- International and regional human rights mechanisms can be used by HRDs to seek justice, obtain protection, garner solidarity and promote accountability.
- Restrictions and attacks against HRDs imperil human rights, while impunity licenses violations.

GOALS

01

Everyone can exercise the right to defend rights safely and freely.

- HRDs are provided with solidarity and support when they are threatened, restricted or attacked
- States protect the right to defend rights in law and practice
- Human rights bodies strengthen norms and standards on HRDs
- Businesses develop policies and undertake due diligence to protect HRDs

02

HRDs can participate safely and effectively in key bodies and processes.

- HRDs are provided with tools, capacities, networks and narratives to influence key decision-makers
- International and regional bodies enable HRD access and participation and States support this
- NGOs supporting HRDs and the international human rights system work together more collaboratively and effectively

03

HRDs can seek justice and accountability.

- The human rights system is credible, responsive and adequately resourced
- Human rights bodies establish mechanisms for justice
- States and businesses are held accountable for grave violations

PROGRAMMES

- **Equality and non-discrimination**
- **Corporate accountability, land and environmental justice**
- **International accountability**
- **Rule of law**
- **Systems strengthening**

PROGRAMME PRINCIPLES

- Centre human rights defenders
- Focus on HRDs at heightened risk, and on grave violations and urgent situations
- Apply partnership principles of solidarity, equity, accountability, trust, respect, active participation
- Identify and focus on opportunities for impact
- Identify and pursue opportunities for collaboration and efficiency

PROGRAMME TACTICS

- HRD capacity strengthening
- Coalition building
- International and regional advocacy
- Normative development
- National law and policy reform
- Strategic litigation
- Narratives, campaigns and mobilisation

ORGANISATIONAL ENABLERS

ISHR is committed to the following values, systems, practices and capabilities that we need to build and maintain to achieve our strategic goals.

<p>01 Values</p> <ul style="list-style-type: none"> → Solidarity → Integrity → Equity → Sustainability 	<p>02 Good governance</p> <ul style="list-style-type: none"> → Board → Executive Leadership Team (ELT) → Staff Representative → Independent audits and evaluations
<p>03 People and teamwork</p> <ul style="list-style-type: none"> → Diverse and expert staff → Collaborative structures → Professional development and competency framework 	<p>04 Diversity, equity and inclusion</p> <ul style="list-style-type: none"> → Policy commitment → Board, ELT and staff composition → Board-mandated working group → Partnerships and programmes
<p>05 Wellbeing and holistic security</p> <ul style="list-style-type: none"> → Staff → Organisation → Partners 	<p>06 Learning and evaluation</p> <ul style="list-style-type: none"> → Planning, monitoring, evaluation and learning (PMEL) policy and processes → Risk management → Impact measurement
<p>07 Financial sustainability</p> <ul style="list-style-type: none"> → Existing donors → New donors, consortia and partners → Corporate partnerships → Self-generated income - consultancy and endowments → Financial health targets and indicators → Enhanced operational efficiencies 	<p>08 Innovation and technology</p> <ul style="list-style-type: none"> → Experimentation and learning → Collaborative tools → Digital innovation and use of artificial intelligence → Digital security and sovereignty