

# CATAPA code of ethics

(as approved in CATAPA's GA of 28.11.24)

## 1. Purpose of code of ethics

As CATAPA vzw, we strive for a world in which the mining of non-renewable resources is no longer necessary by focusing fully on the transition to a model that demines, degrows and moves. CATAPA takes up the fight against mining, looking for alternatives. These raw materials will remain necessary as long as there is a focus on a growth economy. Our organisation therefore wants a transition to an economy that focuses on social and ecological justice. We do this by building alliances with other organisations and also entering into international partnerships in which everyone has a voice and is protected.

To achieve our goals, we put some values first. These values are described in the code of ethics. The values were drawn up in collaboration between Catapistas to ensure that they are widely supported within the organisation.

## 2. Scope of our code of ethics:

The code of ethics applies to all Catapistas. By Catapistas we mean:

- All employees of CATAPA
- All trainees of CATAPA
- All CATAPA volunteers
- All members of the board
- All members of the General Assembly of CATAPA

In addition, our code of ethics also applies to all our (formal) partner organisations.

## 3. The values of CATAPA

### **Solidarity**

CATAPA works for a social and just world. We do this by building alliances with various movements worldwide linking local, national and global struggles. From this global connectedness, we can bring about change.

Solidarity is therefore a basic ethical principle in our partner cooperation, in (inter)national networking, in our public cooperation in Flanders/Belgium around global citizenship, and our internal operation.

### Solidarity with partners and in networks

Our partnerships arose and are fuelled by a principle of solidarity with organisations and communities affected by large-scale extractive industries. This concern also guides us in establishing and maintaining broader networks and engaging in dialogue with our broader target audience in Belgium, prioritizing people and communities over systems. Solidarity stems from a shared sense of justice and urge to address the current system and also from a shared vision with our partners for a different way of life in which respect for each other and for our environment is central. For CATAPA, solidarity starts from equality and alliance. From our privileged and strategic position in this system, we take action.

### Solidarity within CATAPA

Within CATAPA, solidarity translates into an empathetic relationship with each other, a collective collaboration between Catapistas in the office team and volunteer Catapistas, from very active to occasional Catapistas, from younger to older Catapistas and from newcomers to CATAPA to experienced activists. From our individual positions within the movement, we contribute to the realisation of our mission and vision, supporting each other in this from our own strengths and availability.

We recognise that we come from different places and contexts. With varying amounts of time, experience and skills. Internal solidarity also naturally extends beyond the goals of the movement alone. Catapistas also offer each other support in day-to-day life, especially when someone needs extra help or is going through a difficult period.

### Horizontality and transparency

CATAPA has a horizontal structure, where every Catapista has the opportunity to contribute and where we actively listen to each other. Volunteers are the engine of CATAPA and we believe in the strength and richness of input from a variety of individuals.

Horizontality is a verb. Power relations and hierarchies can arise implicitly even if it is not on paper and for this we must be vigilant.

## Inclusiveness and security

We strive for an organisation free from any form of hatred, discrimination, sexism or other forms of hostility. In doing so, we are aware of existing power systems and are actively committed to breaking them. This is a process that is never finished. It requires constant vigilance and a willingness to keep questioning ourselves critically.

CATAPA is committed to inclusiveness and safety for all, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, age, language, body size, race, ethnicity, nationality, religion, socio-economic status or otherwise.

We ensure that everyone feels involved and behaves according to these values. This is the responsibility of each member of the organisation, and each person takes this responsibility, both individually and as a group. We are aware of our privileges and the space each of us occupies in relation to others, both within the diverse group of Catapistas and in the collaboration between our office staff, volunteers and partners in South America.

We recognise that building an inclusive and safe movement is a continuous learning process. Over time and through our encounters, we learn where and how to change and adapt. Thus, we actively build, rebuild and maintain a safe(r) space within our movement.

## Inclusiveness is accessibility

To be inclusive, we must also be accessible. We aim for our activities and engagement within CATAPA to be accessible to all who are interested. We are aware of existing visible and invisible barriers and therefore take nothing for granted. We take action to lower barriers linked to language, finances or physical limitations to ensure that everyone can join. We know that we do not always succeed. We are sometimes faced with our own ignorance or external circumstances. Therefore, we remain open to criticism and creative solutions to address this better in the future.

## Care and wellbeing

CATAPA is working towards a world where caring for our environment and for each other is central. This is not just a vision of the future but a principle that we also carry with us along the way to social change. We take care of our own mental health and that of others in the organisation. Our movement wants to prevent burnout (both among office members, volunteers and our partners) and actively engage in prevention, protection and strengthening of emotional well-being. We see each other as people and not as means to an end. We counter martyrdom, guilt and heroic narratives in activism and focus on collective care and connection. We understand that engagements can be long- or short-term and that each can be initiated or developed in a different way. Sustainable activism is central to this. We always organise activities in Belgium and with our partners in South America with consideration for their care and wellbeing, if we cannot guarantee this principle then we cannot continue.

## Thinking critically

Our organisation thinks critically about our society. To create a different world, we must also be critical about the partnerships we enter into, the actions we take and the events we organise. We are always thinking about what purpose we have in mind and what values are important here. We remain dynamic and open to criticism from within and without. We are wary of rigidity and dogma.

## Integrity

We expect everyone to treat each other and CATAPA's values with integrity. When people violate the safe space we want to create, they should be held accountable for this. Issues that reinforce power systems will be spoken up and addressed by the organisation.

We work on this by actively engaging with comments and feedback. We listen, reflect and learn from criticism or feedback, before falling into a defensive posture.

Through this code of ethics, we want to ensure that these values and principles are respected and, in case of violation, handled properly. Everyone bears responsibility for applying them, setting a good example and continuing to work towards an environment that supports and empowers others. In this way, we can guarantee respect, trust and transparency within the organisation.

CATAPA also undersigns:

- The [integrity charter](#) of the Belgian international cooperation
- The code of ethics for fundraising
- Our code of ethics complements these other codes and charters.

Signed by: