**About Sisters of Frida**

Sisters of Frida CIC is an experimental collective of disabled women and non-binary people. We want a new way of sharing experiences, mutual support and relationships with different networks.

*When we say “disabled women” we mean self-identifying disabled women (including trans women), and gender non-conforming people*.

We are seeking to build different networks of disabled women & non-binary people. The barriers and multiple discrimination have not changed; we struggle to have our voices heard as marginalised people in our own rights.

We are at a pivotal moment in our organisation. In recent years, our organisational structure and finances faced many challenges. The pandemic heightened the difficulties our organisation and wider social justice movement face.

We want to ensure we can best support, and represent the voices and resilience of disabled women and non-binary people to create a meaningful change. To do so, we are looking torecruit **8 paid steering group members** to advise and proactively work on reshaping our organisational structure and guiding the future work of Sisters of Frida.

**Our Vision**

A future in which disabled women and non-binary people are empowered, celebrated, informed, connected, valued and at the centre of society.

**Mission**

To make our vision a reality:

· We create platforms that support opportunities to learn, share different experiences to increase our knowledge which enable us to challenge oppression and explore new possibilities

· We speak out against abuse, injustice and discriminatory practices.

· We fight for disabled women & non-binary people’s voices to be heard in diverse places of influence.

· We embrace and celebrate our diversity by seeking out and highlighting the stories disabled women from diverse intersectional backgrounds

· We take opportunities to show how structures of oppression are connected and affect us all and call for their removal

· We challenge unpaid labour, strive for remuneration for our work and ensure our contributions are valued as individuals.

· Creates a space for disabled women & non-binary people that other DPOs don’t provide - we’re the only disabled women collective in the UK.

· Informal mentoring and community encouragement and support

· Space where we get to talk about things that we couldn’t otherwise - autonomy and shared experiences)

· Amplifying the voices of disabled women & non-binary people

· Supporting disabled women & non-binary people to take up space and be represented across a wealth of areas and issues that affect us

· Having presence and representation

· We want to disseminate power

· Skillshare - mentoring

· Networking - challenging isolation

· Amplify voices - policy and capacity building - act in inclusive spaces

**Values**

*When we say “disabled women” we mean self-identifying disabled women (including trans women) and gender non-conforming people.*

· We are committed to the social model of disability and an intersectional approach to our oppressions and identities

· We are proud of who we are as disabled women and non-binary people

· We believe in the self-definition of identity and commit to not policing our identities

· The space is led by and for disabled women and non-binary people

 **Ethical Principles**

· We do not abuse or use our positions as a means to achieve

· We are committed to the continual process of challenging power and privileges, internally and externally

· We recognise, accept and challenge the oppressor within ourselves

· We ensure credit is given to other disabled women & non-binary folks for their ideas, involvement, contributions and work

· We expect accessibility and are creative, proactive and work in collaboration to achieve respectful and accessible spaces

· We don’t accept tokenism. We expect our allies to demonstrate meaningful engagement and commitment to securing liberation.

· We respect the space that we have created

· We value the resources, skills, knowledge and expertise we have

· We co-design our work - collective spirit

· Being as representative as possible - not speaking for everyone

· Creating a culture where people want to do it - they want to take up space and support the work

· Maintaining the intersectional representation of SoF