

## Feminist Philosophy

PCAR and the NSVRC (including all projects, staff, Board members, Advisory Councils, interns and volunteers) support, and operate within, basic feminist philosophy as defined by:

- A strong conviction that people should be treated equally in all respects. We strive to expose and eliminate gender-based discrimination in opportunities, access to information and power, wages, choices, resources, and responsibilities.
- A historical understanding of the nature of patriarchal systems that are pervasive in this country and much of the world and that, intentionally and unintentionally, contribute to the oppression of women.
- An acknowledgment that oppressions of all types (sexism, racism, classism, homophobia, ableism, and ageism) are inter-locking and serve to maintain the privileged status of the dominant group at the expense of others. A commitment to acknowledge, uncover, and eliminate all forms of oppression and discrimination within the scope of our work.
- A recognition of the fact that sexual violence is a tool of oppression; and that we cannot adequately address the phenomenon of sexual violence without working to eliminate oppression and discrimination in all forms.
- A basic belief in the unique value and equality of all people. This means a commitment to hear and understand different points of view; assumption of personal responsibility for stating opinions and asking questions of others; and promotion of equality in status as members of the Board, NSVRC Advisory Council, other Advisory Committees, and staff discussions regardless of status or position in other settings.
- A commitment to individual self-determination. We support each person's right to freely make all choices and decisions regarding reporting, treatment, follow-up, reproductive options, etc. *[Note: We recognize that the issue of individual choice and decisions is much more complicated with victims who are minors.]*
- **Commitment to Inclusive Participation:**  
We acknowledge that our work to eliminate sexual violence operates within the larger societal context that promotes and condones violence on many levels. We understand that sexual and other types of violence are fueled by power inequities and oppressions including, but not limited to, racism, sexism, homophobia, ableism, ageism, classism, status differentials, etc.

# - Pennsylvania Coalition Against Rape -

In keeping with our feminist, inclusive philosophy and our vision to make our world safer and more respectful for all, we are strongly committed to honoring diversity.

We strive to create a dynamic and diverse staff, Board of Directors, and National Advisory Council that operates from a place of mutual respect and understanding; where all members fully participate in meetings and committees, sharing their unique perspectives and wisdom; and where all voices are equally respected without privilege of any one over another.

We agree to hold ourselves accountable and support one another in achieving these principles; and thereby demonstrate that our vision is possible on a daily basis.

Endorsed by NSVRC Advisory Council – May 4, 2001

Approved by PCAR Board – July 13, 2001

Revised to include entire agency – March 2010

Approved by PCAR Board - June 2010