



Our Values

Nuya' is grateful to count on supporters who believe that Indigenous women are the leaders our communities need to thrive. Because we are an Indigenous-led organization, supporting and accompanying our peers as they make changes in our communities is fundamental to our operations. Their needs, desires, and growth drive the direction of our work.

We aspire to show that same respect and transparency to our supporters. With that in mind, we offer the following information that we feel you should know about Nuya's values and guiding principles regarding resource development:

Continuous Learning

We are constantly striving to improve our programs in dialogue with staff, community members, and the families we serve. If something isn't working for our leaders or our communities, we want to know so that we can adapt and respond. Like all organizations, sometimes we make mistakes, but we use those experiences to grow. We embrace changes in our organization that respond to the needs of our communities in Guatemala.

Open Communication

Transparency, honesty, integrity, and trust are at the core of our values. We embrace difficult conversations. We take the trust of our communities very seriously, and we strive to be good stewards of that trust. We strive to be as transparent as possible with our donors in terms of our goals, our financials, our programs, and our operations, and we hope that in doing so we can also earn the trust of our donors. We also expect donors to trust us to get the job done in a way that prioritizes community needs first.

Solidarity

We are all connected: what happens in rural Guatemala affects people in the US and vice versa. That means that showing up for each other is an act of solidarity for all of us and our collective future. We value each person in our communities, our organization, and our donor base and believe that we all have something to offer. We value differences in experience and we don't put a priority on community status or level of education: all voices should be heard. In the same way, we value all different ways of getting involved with our organization, whether through monetary contributions or spreading the word.

Above all, solidarity means standing together with our communities. We don't push our participants into responsibilities they don't feel they're ready for, and we don't pull them towards goals they might not share with us. Their needs and desires drive the direction of our organization. We walk with them as they work to achieve their own goals for themselves and their communities.

Nuya is grounded in the dignity and agency of Indigenous Maya peoples, and in the effort to elevate, affirm, and honor identities and cultures that have too often been excluded from decision-making and leadership in Guatemala.

What does that mean for our supporters?

- No to paternalism: we are guided by the needs of our communities and not the other way around. This means that if we believe that a program or a partnership might not fit the needs of our communities, we will decline.
- We are good stewards of funds. Sometimes that means that your donation can't go to a specific program, but we will be transparent as to why—staffing costs, operations costs, or otherwise. Our audited financial statements are publicly available, [accessible here](#).
- We don't give anything away. The resources we give are not gifts, they are tools for communities to reach their goals. Sometimes that means that the impact takes longer to see, but over time, it will be sustainable because the momentum will come from within communities themselves and not from outsiders making decisions on their behalf.