

# How We Align

A shared manifesto for building with integrity, humility, and mutual respect.

*“International development must be built on trust. The world has spent decades imposing solutions on Africa. What happens when we let the communities lead instead?”*

— **Akinyi Awora**, Founder, Kadana Foundation

## 1 We Center Local Expertise, Always.

Development is not delivered—it is co-created. Our African partners are not implementers of foreign ideas; they are the architects of lasting change. We do not override their insight. We build around it.

**Non-negotiable:** If you don't trust local leadership to lead, we're not aligned.

## 2 We Reject Exploitation in All Forms.

This includes economic, emotional, and intellectual exploitation. We do not tokenize, extract, or diminish. Our relationships are not transactional—they are rooted in dignity, reciprocity, and truth.

**Non-negotiable:** If you're looking for a savior story or colonial comfort, this is not your place.

## 3 We Share Power, Not Just Profits.

True partnership means decision-making power is shared. We listen before we speak. We ask before we act. Our impact metrics are co-defined with the communities they serve.

**Non-negotiable:** If you don't trust local leadership to lead, we're not aligned.

## 4 We Value Process as Much as Product.

How we do the work matters as much as what we achieve. Efficiency never trumps humanity. We choose slowness over speed if it protects integrity.

**Non-negotiable:** If urgency is used to justify cutting corners on consent, care, or context, we'll walk away.

## 5 We Show Up With Curiosity, Not Ego.

This work requires humility. We don't have all the answers—we're here to ask better questions. If you need to be “the hero,” this isn't the right fit.

**Non-negotiable:** If you lead with ego, it will show—and we will not move forward.

## 6 We Are Building a New System.

We're not tweaking the old one. We are reimagining what development, partnership, and investment can look like when rooted in respect. If that excites you, welcome. If it threatens you, this isn't your lane.

**Non-negotiable:** If your goal is to replicate the status quo, we're going in different directions.

## Want to Work With Us?

Before requesting our pitch deck, funding proposal, or partnership documents, we ask that you read and reflect on this manifesto. If it resonates, we're excited to explore what we can build—together, in full alignment.