

Why this change?

We want to move towards an organizational model that deepens the feminist, anti-racist, and decolonial values we stand for.

Before

Hierarchical structure with some horizontal practices.

With a team of 3 Co-Directors in charge of coordinating the team.

Administration and Care Department

Programs Department

Communications Department

Co-Leadership with three Co-Directors

After

Horizontal structure based on Houses and Plazas.

Shared leadership and distributed power.

Organizational Development and Care House

Movements House

Narratives and Knowledges House

Sustainability Plaza

Political Action Plaza

How it became possible

In 2024, we created a diverse Transition Group that designed this structure with the support of an external facilitator, members of the Board, and of the technical team.

Although the Transition Group was responsible for leading this process, all decisions were made by consensus within the team and with the Board. The result: a living, flexible model that is constantly under review.

How we organize ourselves now



How does it work?

Houses and Plazas

Since January 2025, we have organized ourselves into Houses and Plazas.

The Houses group key technical functions with autonomy and collaboration.

The Plazas are spaces for strategy, reflection, and collective direction.

This model is inspired by sociocracy, feminist knowledge, and Central American roots.

Details of Houses and Plazas

Movements House

Manages projects and relations with public and private institutional donors. Collaborates closely with the women's, feminist, and LGBTIQ+ groups Calala works with.

Team: Anna, Fiona, Greta, Johanna, Margarita, Nana.

Narratives and Knowledges House

Handles institutional communication, relationships with individual donors, and strategic partnerships with companies. Shapes Calala's collective voice by weaving feminist and anti-racist narratives that inspire, connect, and transform.

Team: Alejandra, Manuela, Suyén.

Organizational Development and Care House

Coordinates administrative and logistical resource management. Drives monitoring, evaluation, and learning, and follows up on our Theory of Change. Cares for the team and strengthens people management.

Team: Bertha, Carolina, Cristal, Hajar, Lyda.

Sustainability Plaza

Coordinates strategic and organizational aspects. Makes decisions to sustain Calala's mission.

Rotating participation: 2 people from each House.

Political Action Plaza

Ensures coherence between the values and actions we promote as an organization.

Rotating participation: 3 people from different Houses

We continue transforming, caring for each other, and building together new ways to organize ourselves to decide the lives we want.