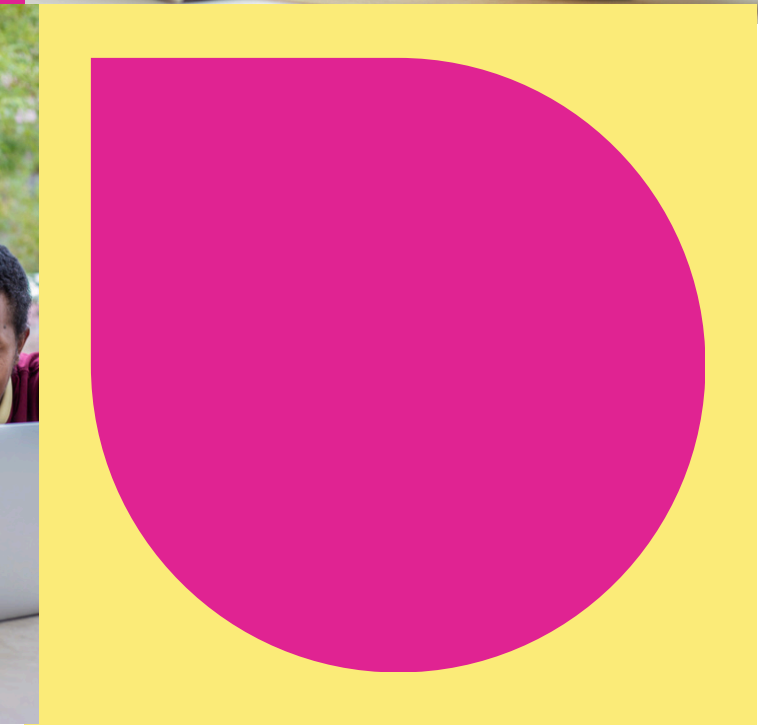
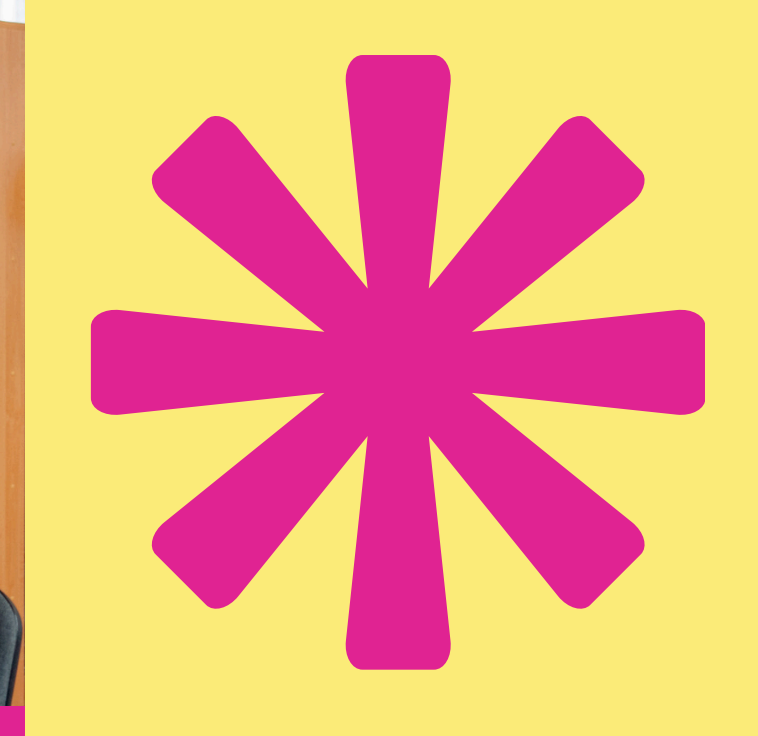


COMMS FOR A CAUSE LABS

At the intersection of communications, technology, and digital security, we create the shield and megaphone of movement infrastructure, transforming visibility into safety, and stories into people power. Because Strengthened Movements Strengthen Movements.

View Our Proposal: <https://c4ac-amnesty-proposal.commsforacause.org/>





ABOUT US

Comms for a Cause Labs (C4AC) is a feminist communications and technology infrastructure organisation built on one foundational belief that the people most harmed by broken systems should be the ones who fix them.

We are a queer, trans, disabled, and neurodivergent-led team. Every member of our organisation comes from the communities most underserved by the technology sector; from India, Kashmir, and Jammu, where unreliable infrastructure, surveillance, and digital insecurity are daily material realities rather than abstract risks. That lived experience is not background context but the technical and political foundation of every platform we build.

In our first year of operation, C4AC Labs has supported 30+ organisations across 12+ countries, from global human rights alliances and UN-engaged coalitions to grassroots feminist collectives operating under political repression and surveillance. Our partners include GAGGA (a US-based alliance of 450+ organisations working on gender-just climate solutions), Just Associates (JASS), the Women's Environment and Development Organization (WEDO), Chayn, Avira Foundation, ILGA Asia, the Asia Pacific Transgender Network, Dalit Women Fight, Feminism in India, and 20+ further organisations across Asia, Africa, Europe, and Latin America.

We operate through two interconnected models: C4AC Labs, which delivers paid communications strategy, digital security, and technical infrastructure services to values-aligned organisations, and C4AC Foundation, which uses that revenue to provide pro bono support to grassroots movements doing urgent, high-risk work through our RREST programme. When you work with C4AC Labs, you are not only getting excellent technical work, you are directly sustaining infrastructure for the movements that need it most.

OUR PROPOSED TEAM

We are a human rights organisation that builds technology. Every engineer on our team works exclusively in feminist, social justice, and movement-building tech contexts. The values Amnesty International names, commitment to human rights, inclusivity, and social change, are the organisational DNA from which our technical decisions are made.

Our lead for this engagement is Kabir Jayashri Ramchandra Patil (he/him), Executive Director of Digital Security and Tech Infrastructure at C4AC Labs and a Senior Software Engineer with 8+ years of experience building and maintaining digital platforms for global companies and advocacy organisations. Kabir is a trans man who currently serves as Tech Coordinator at Chayn, one of the world's most recognised trauma-informed digital platforms for survivors of gender-based violence, where he manages the full technical operations stack across Bloom, Chayn.co, and Chayn's suite of survivor-facing tools. He works within GMT/BST hours, maintains SOC2 certification and GDPR compliance, manages third-party tool integrations across a complex multi-platform environment, and provides critical incident response.

Kabir is supported by Xai (they/them), C4AC Labs' Full Stack Developer, who brings specialist React, Next.js, and front-end architecture expertise alongside a strong Git versioning practice visible in their public portfolio at github.com/HOTHEADOITH. For Amnesty's roadmap, which specifically includes enhanced Gutenberg block development, improved CMS publishing workflows, and major multilingual improvements including non-Roman scripts, Xai's front-end and CMS integration skills are a direct technical match.

On multilingual capability: C4AC Labs works with embedded language consultants across Arabic, Chinese, Spanish, Portuguese, French, and Korean. Our multilingual capacity is structural and tested, built into how we develop and maintain platforms. For Amnesty's stated priority of improving multilingual aspects of the Humanity WordPress Theme, including non-Roman script support, we bring both the technical architecture experience and the language infrastructure to deliver it.

What we bring to Amnesty International is the disposition of a technical partner who understands what is at stake when the platforms go down, when accessibility standards slip, or when a security vulnerability is left unpatched on a site that human rights defenders depend on. We build and maintain technology like it matters — because to the people using it, it does.



Kabir Patil (He/Him)

As a trans man and neurodivergent person, Kabir's work sits at the intersection of technology and grassroots advocacy, bringing a depth of perspective to his technical practice that only comes from building for communities you are also part of. Kabir builds justice-tech systems which remain secure, accessible, and accountable to the communities they serve.

Kabir co-founded Comms for a Cause, a social justice tech organisation, delivering digital infrastructure for civil society organisations, NGOs and advocacy movements across the Global Majority. He serves as Tech Coordinator at Chayn, a global nonprofit building trauma-informed digital tools for survivors of gender-based violence, serving 700,000+ users across 120+ countries.

Kabir's expertise lies within full-stack engineering across frontend and backend systems, with experience delivering scalable, high-traffic web applications for civil society organisations and global platforms. He is proficient in React, Next.js, TypeScript, Node.js and object-oriented PHP, and is experienced working at the command line across Unix-based environments. His WordPress experience spans custom theme development, object-oriented PHP, building and extending Gutenberg blocks, multisite installations, and multilingual implementations. He has managed CI/CD pipelines, maintained version control through Git, and led production incident resolution across complex, multi-service architectures. He brings direct experience working within SOC2-compliant organisations, conducting security audits, implementing automated testing, and maintaining accessibility standards to WCAG AA across platforms serving diverse, global audiences.

xai (xe/xem)

Xai is a Full Stack Developer with experience building scalable, production-ready web applications using React, Next.js, Node.js, and TypeScript. Xe focuses on creating performant, maintainable, and user-centred digital products spanning frontend, backend, and cloud infrastructure. Xai is currently pursuing a Bachelor of Computer Applications at Kashmir University (2022–2025) and holds a Diploma in Computer Applications from NIELIT (2021–2022), combining formal education with hands-on industry and freelance experience in modern software development.

Professionally, Xai has worked as a Freelance Full Stack Developer with Techflare (remote), where xe delivered 15+ end-to-end client applications across diverse domains — building full-stack systems using React.js, Next.js, Node.js, MongoDB, PostgreSQL, and Supabase, integrating REST APIs, and deploying applications on Vercel, Render, and AWS. Xe has contributed to systems supporting 10,000+ monthly users and worked on Generative AI-enabled applications, while maintaining consistent delivery and iteration across client engagements. Previously, Xai worked as a Frontend Developer Intern at Techbug, where xe built responsive and accessible interfaces for multiple web applications using React, JavaScript, and Tailwind CSS — translating Figma designs into reusable component systems and contributing to improved UI reliability through structured component design within a distributed team. Xai's project work includes Godfather AI, an AI-powered website builder that generates and deploys applications from user input; Artic UI, an open-source React component library focused on accessibility and modern UI patterns; and Free Resume Maker, a widely used resume platform with 100,000+ views, real-time editing, and instant PDF export with ATS-friendly templates. Xai's technical stack spans frontend engineering (React, Next.js, TypeScript, Tailwind CSS, modern UI libraries), backend development (Node.js, Express, Hono, Python, Prisma, PostgreSQL, MongoDB, Redis, Firebase, Supabase), and DevOps practices including Docker, AWS, CI/CD pipelines, and cloud deployment workflows. Xe has a strong Git versioning practice with a public portfolio at github.com/HOTHEADOITH.

At C4AC Labs, Xai works at the intersection of product engineering and justice-tech infrastructure — building accessible, high-impact digital platforms for feminist, LGBTQI+, and human rights organizations across Asia, Africa, Europe, and Latin America. Xe is a non-binary person whose commitment to this work is personal as much as professional.



CASE STUDY 1: CHAYN

EXECUTIVE SUMMARY: Chayn is a global nonprofit dedicated to building trauma-informed digital tools for survivors of gender-based violence. Their platform ecosystem serves over 700,000 users across 120+ countries and includes products such as Bloom (a multilingual trauma healing platform with self-paced video courses, 1:1 secure messaging, and a WhatsApp support service), Survivor AI (an AI-powered tool for generating content takedown requests), Manipulation is Abuse, and the DIY Online Safety Guide. All Chayn products are open-source. Kabir serves as Tech Coordinator, working within GMT/BST hours as part of the core tech and operations team.

WHAT MAKES THIS CASE STUDY AN EXAMPLE:

This case study exemplifies how technology can be leveraged to empower and support marginalized groups. It highlights effective tech coordination in a high-stakes environment, emphasizing the importance of security, accessibility, and multilingual support in serving vulnerable populations.

Objectives:

- Ensure the smooth operation of Chayn's products, such as Bloom and Chayn.co.
- Maintain compliance with SOC2 and GDPR standards to protect sensitive user data.
- Provide technical support and training for the internal team and volunteers.
- Enhance user experience and accessibility across all platforms.
- Develop and enforce data protection policies that align with SOC2 Type 2 standards to safeguard sensitive survivor data.
- Schedule and facilitate regular internal audits to assess compliance with SOC2 requirements and identify potential areas for improvement.
- Establish a clear protocol for responding to security breaches, this includes immediate containment of the breach.
- Lead the investigation to determine the source, extent, and impact of the incident.
- Develop and implement a comprehensive, detail-oriented documentation process enhancing operational efficiency internally and with respect to the products that Chayn has created or authored.

Approach:

Kabir's approach combines technical expertise with a deep understanding of trauma-informed care. He operates within GMT/BST hours as part of a core tech and operations team, ensuring smooth operations while prioritizing user safety.

IMPLEMENTATION

Tech Stack Management:

- **Bloom:** The frontend is built on Next.js and React with TypeScript, deployed via Vercel with a CI/CD pipeline managed through GitHub Actions. State is managed with Redux Toolkit. Authentication and analytics run through Firebase. Content and courses are delivered via Storyblok, a headless, API-first CMS, allowing Chayn's non-technical content team to manage and publish course materials independently. Therapy session booking runs through Simplybook, user messaging via Crisp, and error tracking through Rollbar with performance monitoring via New Relic. The test suite combines Jest for unit testing and Cypress for end-to-end testing, with ESLint and Prettier enforcing code standards.
- **Chayn.co:** Uses Webflow for content management, with Airtable supporting operational workflows and Google Analytics and Hotjar feeding into analytics and impact reporting dashboards built in Metabase.

Technical Triage:

- When a bug report arises—whether from a survivor using Bloom, a therapist on the messaging system, or an internal team member—Kabir triages it against the full stack to identify the source of the failure. Each layer of the stack requires a different diagnosis pathway, and Kabir filters, prioritizes, and resolves issues that don't require engineering expertise, escalating those that do with a clear technical brief.

Content Management:

- Kabir manages content uploads and user administration within Storyblok and Webflow, maintaining publishing workflows that allow Chayn's content team to update course materials, guides, and resources across multiple languages without creating engineering bottlenecks.

CHALLENGES

Cybersecurity:

- Maintaining SOC2 certification and GDPR compliance is crucial since Chayn operates a platform that holds sensitive survivor data. Kabir runs cybersecurity training sessions for the broader team, enforces data protection protocols, and ensures that third-party integrations meet security and privacy standards. For users navigating abusive relationships and digital stalking, any data breach could pose direct harm.

Multilingual Infrastructure:

- Bloom delivers content in English, Spanish, French, Hindi, Portuguese, and German, with internationalization (i18n) handled through a dedicated /i18n directory in the codebase and managing translation workflows using tools like Localise. Kabir supports the multilingual publishing pipeline, ensuring new content and updates are correctly localized and that CMS workflows support non-English content management without introducing rendering or encoding errors.



CASE STUDY 2: CHEVS

WHAT MAKES THIS CASE STUDY AN EXAMPLE:

Building for a queer-led organisation in Africa means every technical decision carries real weight. This case study shows how we navigated that - balancing a tight deadline, a security-first architecture, multilingual content needs and a design process that had to get the identity right before anything else could move forward.

Approach:

C4AC Labs' approach combined complex problem-solving across design and engineering to ensure the platform was built to serve CHEVS' mission without compromise.

Security was treated as a first principle rather than a feature - shaping infrastructure decisions from the ground up. Design was grounded in audience insight, with close collaboration ensuring the final product maintained brand identity, user experience standards and visual consistency across every page.

The CMS architecture was built with content accessibility, inclusion and diversity at its core, giving CHEVS full editorial autonomy across both English and French without technical dependency.

Flexibility was built into every layer - from the component-based design system to the headless content architecture - ensuring the platform could scale and adapt as the organisation grows. Critical incident management and deployment continuity were factored into the CI/CD pipeline from day one, so the team could respond quickly when it mattered.

The result is a platform built for a truly global approach - multilingual, secure, and designed to serve a diverse audience across multiple geographies and contexts.

Objectives:

End-to-end development of a scalable, high-performance website architecture, integrating front-end and back-end systems to ensure reliability under load and optimal user experience.

Designed and implemented a modular, multilingual content infrastructure (English/French) using a headless CMS (Sanity), enabling independent content management at scale and supporting non-linear editorial workflows.

Architected a headless CMS solution to address complex information security considerations, reducing exposure of sensitive data and decoupling content management from the presentation layer.

Embedded security-first principles across the development lifecycle, including secure third-party integrations (e.g. Brevo), minimising attack surfaces and mitigating risks to data exposure and external vulnerabilities.

Led UI/UX design and front-end implementation, translating brand identity into a responsive, accessible interface aligned with modern HTML, CSS, and JavaScript standards.

Coordinated cross-functional workflows across design, front-end, and back-end development to deliver Phase I within a rapid deployment timeline (10 days post-design sign-off), reflecting agile delivery practices.

Implemented structured content models and reusable components to support maintainability, scalability, and future feature expansion.

Ensured maintainability and long-term extensibility through clear system architecture, documentation, and alignment with modern development workflows (version control, iterative deployment readiness).

Ensured accessibility considerations were integrated into UI design and front-end implementation, aligning with WCAG standards for inclusive user experience.

EXECUTIVE SUMMARY: Chevs consultancy focused on designing and developing a secure, scalable, and accessible website for CHEVS, a youth-led feminist organisation working across West Africa in a high-risk environment for LGBTQI+ communities. The project required balancing visibility and storytelling with strong digital safety considerations, ensuring that the platform could support advocacy work without exposing the organisation or its community to unnecessary risk. The website was delivered through a phased approach. Phase I focused on rapid design and deployment of a high-performance frontend, while Phase 2 centres on building a robust, multilingual content infrastructure using a headless CMS. Across both phases, the work prioritised security-conscious architecture, modular design, and maintainability. The result is a platform that functions not only as a communications tool, but as intentional digital infrastructure supporting CHEVS' work while embedding safeguards appropriate to its operating context.

IMPLEMENTATION

Phase I — Design & Initial Build

UI/UX Design

- The website was designed in Figma, with multiple revision cycles in close collaboration with the CHEVS team. This process focused on ensuring that the visual language, tone, and user experience felt authentic to the organisation and the communities it represents.
- A component-based design system was adopted to ensure consistency across pages and allow the platform to scale more easily in later phases.

Frontend Development

- The frontend was built using Next.js and React with TypeScript, using server-side rendering (SSR) for performance and SEO optimisation
- Tailwind CSS was used for styling, with responsive layouts built to ensure usability across devices and varying network conditions
- All priority pages were designed, built and deployed within 10 days of final design sign-off, requiring tight coordination between design and development

Infrastructure & Deployment

- The site was deployed via Vercel, with DNS configured through Namecheap, routing through Vercel's edge network
- Version control was managed through GitHub using a feature branch strategy, with all changes reviewed before being merged
- CI/CD pipeline managed through GitHub Actions — automating build and deployment processes on every merge to main, ensuring only reviewed and approved code reached production

Integrations

- Brevo integrated via REST API to handle newsletter sign-ups and grant form submissions
- Form validation handled client-side in React; submission logic managed server-side through Next.js API routes, ensuring sensitive contact data was never exposed on the frontend

Debugging & Issue Resolution

- Given the short delivery timeline, rapid debugging was critical, key issues resolved during the sprint included cross-device responsiveness and DNS configuration challenges during deployment
- All fixes were handled through the feature branch workflow, reviewed and merged to main before going live

Phase 2 — CMS Migration & Platform Extension (In Progress)

CMS Architecture

- Migrating hardcoded content to Sanity, a headless API-first CMS
- Content fetched using GROQ — Sanity's native query language — via Sanity's JavaScript client
- Sanity studio configured with a bilingual content architecture, with English and French managed as parallel document schemas using Sanity's internationalisation patterns
- Role-based access controls implemented within Sanity studio, ensuring editors operate within defined permission boundaries without access to infrastructure or configuration

Security Architecture

- Headless architecture deliberately chosen to decouple the content layer from the frontend, reducing attack surface and limiting exposure of sensitive organisational data
- Access to backend systems restricted through role-based permissions across both Sanity and GitHub

Integrations

- PayPal payment portal integrated via PayPal's REST API
- Webhook handling implemented through Next.js API routes to manage donation confirmation and error states securely

Debugging & Issue Resolution

- Ongoing debugging of CMS migration covers content query optimisation in GROQ, language-switching logic and Sanity schema validation
- All fixes tracked and resolved through the same feature branch and GitHub Actions pipeline established in Phase I



CASE STUDY 3: DISQO COLLECTIVE

EXECUTIVE SUMMARY: Design & implement a Consent-First, Accessible-by-Design Community Platform. DisQo Collective is a full-featured, consent-first digital home for Disabled, Queer, and Neurodivergent people working in movement building and advocacy. Before a single line of the platform has been promoted publicly, 100+ people have already registered on the waitlist, an organic signal of the trust and demand that exists for a platform built by and for this community.

WHAT MAKES THIS CASE STUDY AN EXAMPLE:

Amnesty's roadmap for the Humanity WordPress Theme includes three technical priorities that directly map to what C4AC Labs is building in DisQo: enhanced accessibility compliance at scale, improved CMS publishing and workflow capabilities, and major multilingual improvements. DisQo demonstrates that Kabir and Xai do not just maintain existing accessible, multilingual infrastructure but also design and architect it from scratch, making deliberate decisions at every layer about how accessibility, consent, and safety are built into the system rather than applied to it. We believe that this is the depth of technical judgment Amnesty's platform needs.

Objectives:

- Design and architect a consent-first community platform from first principles: build a full-featured social platform without adapting existing community frameworks, making deliberate architectural decisions at every layer to reject extractive, surveillance-based and algorithmically manipulative design patterns.
- Deliver a full-stack platform across a complex, custom architecture: Build end-to-end across a React frontend, Node.js and Express backend, and PostgreSQL database, with full ownership of every layer from component design to data storage.
- Implement role-based access controls and privacy-first data architecture and design and build a granular permissions system across five user tiers, ensuring member data is protected from surveillance by both other members and administrators.
- Build accessibility into the architecture; develop every component from onboarding flows to direct messaging to the resource library with WCAG 2.1 AA compliance, screen reader compatibility, keyboard navigation and plain language as structural requirements from the start.

Design and implement a proactive moderation infrastructure: Build a moderation system that intercepts and de-escalates harm before it reaches community members, with appeal workflows, transparent suspension notices and audit logs that protect both members and moderators.

- Deliver a performant, accessible landing page and waitlist infrastructure: Build and deploy a server-side rendered Next.js landing page with zero third-party tracking scripts, privacy-compliant waitlist management and notification workflows ahead of the full platform launch.
- Architect for scale and editorial independence: Structure the platform's backend and database to support a growing community, with admin-facing analytics that surface platform health data without exposing individual user behaviour.
- Build for a marginalized community with specific safety requirements: Deliver a platform designed by and for Disabled, Queer and Neurodivergent people, where every technical decision from consent flows to notification systems, reflects the safety and dignity needs of the community it serves.

Approach:

It is being built entirely by C4AC Labs: designed, architected, and developed from first principles as a feminist and disability-affirmative social media platform, with no precedent in existing platforms to borrow from.

Every architectural decision has been made in explicit rejection of the extractive, surveillance-based, algorithmically manipulative design patterns that define mainstream social media.

Technical Architecture:

The landing page and waitlist infrastructure is built on Next.js, server-side rendered, optimized for performance and accessibility, with a backend handling waitlist signups, notification workflows, and privacy-compliant data storage. The landing page already implements the platform's core design principles: accessible typography, keyboard navigation, WCAG 2.1 AA compliance, and zero third-party tracking scripts.

The full platform is being built on React, a custom, ground-up architecture rather than an adaptation of an existing community platform framework. This was a deliberate technical decision:

no existing platform (Discourse, Circle, Mighty Networks, or otherwise) meets DisQo's requirements for consent-first interaction design, anti-algorithmic content delivery, moderation that protects rather than punishes, and accessibility-by-default at the component level.

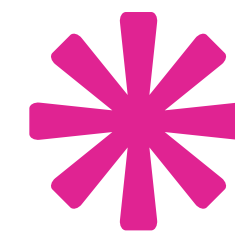
Building on React gives the team full architectural control over every layer, from how consent flows are triggered to how notification systems work to how user data is stored and surfaced.

IMPLEMENTATION

The platform architecture includes role-based permissions across five user tiers (Super Admin, Moderators, Verified Members, Pending Members, and Suspended Users), with granular access controls designed to prevent surveillance of members by other members and administrators alike. Core features include solidarity circles, a mutual aid hub, a community resource library, consent-based direct messaging (opt-in, not default-on), community event management, and privacy-first analytics that give administrators platform health data without exposing individual user behavior. The moderation system is architecturally distinct from mainstream platforms: rather than reactive content removal after harm has occurred, DisQo's moderation infrastructure is designed to intercept and de-escalate before harm reaches members, with appeal workflows, transparent suspension notices, and audit logs that protect both community members and moderators from arbitrary decision-making.

Accessibility as architecture, not feature

WCAG 2.1 AA compliance is the floor. Every component being built, from the onboarding flow to the DM interface to the resource library, is developed with screen reader compatibility, keyboard navigation, sensory considerations, and plain language as structural requirements. Accessibility is not being tested at the end of the build but designed into the component library from the start, which is both the harder and the more honest way to build.



PROPOSED FEE STRUCTURE

Consulting Team:

Kabir Jayashri Ramchandra Patil, Executive Director of Digital Security and Tech Infrastructure, & Xai (Zaid Adil)
C4AC Labs, Senior Software Engineer + Full Stack Developer

Day rate (full team): £500/day

Total contracted days: 52 days

Engagement duration: 6 months

Working pattern: 2 days/week or equivalent

Hours per day: 8 hours

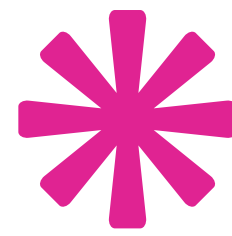
Total contracted hours: 416 hours

Hourly rate (blended team): £62.50/hour

Total engagement fee: £26,000

Additional terms:

- Any scope expansion beyond 52 days to be agreed in writing in advance.
- C4AC Labs invoices monthly, based on days worked in that month.
- Payment within 30 days of invoice receipt, per Amnesty International's standard payment terms.
- Kabir and Xai operate within GMT/BST hours and will ensure a minimum 6-hour overlap with the Website Operations team.



LET'S BUILD THIS TOGETHER

Amnesty International's digital platforms are an infrastructure for one of the world's most consequential human rights organisations, relied upon by researchers, journalists, activists, and defenders in contexts where platform failure, accessibility gaps, or security vulnerabilities carry real stakes.

We don't approach this engagement as contractors who will deliver a scope and move on. Instead, we approach it as a technical partner who understands what it means to maintain platforms that matter, because every organization we work with at C4AC Labs is doing work that matters, and every platform we build or maintain reflects that responsibility.

View Our Proposal: <https://c4ac-amnesty-proposal.commsforacause.org/>



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